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ENLIGHTENED LEADERSHIP PROGRAMME

GENUINELY YOU

Genuinely-You Ltd

Have the courage to be authentically you

Welcome to Enlightened Leadership

To lead others, you first need to transform into the best version of yourself and lead from a place of wholeness.

The Enlightened Leadership Programme is a unique, multi-dimensional programme designed to create lasting positive change by supporting personal and spiritual development alongside comprehensive leadership development.

It is the "Iron Man or Woman" of Leadership programmes, which requires participants to have the courage to be honest and to make changes in their lives. It is not for the faint hearted – it is for people who want to make a positive difference in the world and are ready to act. This approach has a proven track record. All the strategies have been tried and tested in a variety of industries and have been proven to work when they are applied consistently. The longevity of the Programme and the high levels of support are deliberate – sustained intervention to facilitate lasting learning and positive change.

Research shows that the impact of conventional leadership courses is often short-lived as people revert to the default, habitual behaviours. They therefore become an expensive tick-box training exercise. The process acts like a plaster on a sore rather than creating fundamental and lasting improvement in the quality of leadership. Poor quality leadership is incredibly costly to the individual, the organization and society. Poor leadership creates unhappiness for everyone involved. It is commonly identified as one of the main contributory causes of stress.

Most conventional programmes only provide strategies and processes that seek to develop or advance the leader's role of influence instead of enriching and transforming the person. In turn, this produces limited results and does not allow for the greater potential of the leader to emerge in order to transform their life for showing up as true, genuine leaders. As a result, this hinders the scope of influence and impact that will be made on others.

In a new era of leadership, most are finding that there's a deeper meaning to their overall purpose and reason for existing. This expands far beyond the approaches that have been taught in the traditional paradigms or even some of the most leading-edge programmes. Enlightenment, personal mastery and leadership refinement are the core components required for creating a new landscape of leadership.

Whether you are at the start of your leadership career, a business owner who wants to create greater success with less stress or a company who wants to make the very best of your most precious resource – your people – you are looking at the roadmap you need right here. This programme will create and sustain dynamic, successful businesses, ensuring highly motivated and engaged staff with even greater productivity and profitability, making a positive impact on the world.

The programme has been accredited by CIPD (Chartered Institute Of Professional Development)

Let's get started!

The Cost of Poor Leadership

Make no mistake there is always a cost to leading poorly!

Cost of Poor Leadership - Personal



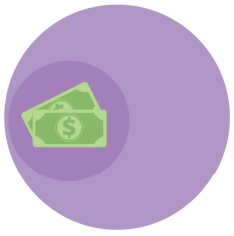
PHYSICAL HEALTH
- Insomia, high-blood pressure, increased risk of heart attack
- Increased risk of stroke, negative impact on immune system



MENTAL HEALTH
- Anxiety, Depression, lack of confidence
- Unhappiness, irritability, irrationality, burnout



PERSONAL RELATIONSHIPS
- Broken relationships, fragmented families
- Loneliness



FINANCIAL STATUS
- Time off work due to poor health
- Less likely fulfill true potential (capacity for earning is limited)

Cost of Poor Leadership - Business



ABSENTEEISM

- Cost of lost productivity & effeciency in the UK alone is estimated as £700+ billion



CONTINUITY ISSUES

- Causes delays in completing work



TEAM DYNAMICS SUFFER

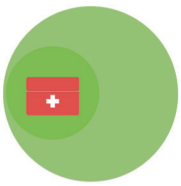
- Unhappy personal interaction, greater employment law liabilities, keeping key staff



WASTED RESOURCES

- Lost time, wasted potential

Cost of Poor Leadership - Society



COST OF HEALTH CARE, BENEFITS etc

- prescriptions, inpatient care, sick pay, benefits etc



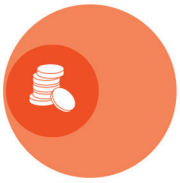
COST OF POOR DECISION MAKING

- due to stress, lack of continuity, failure to anticipate, inability to deal with change



COST OF FRAGMENTED FAMILIES

- emotional cost, children often do less well at school, greater levels of poverty



COST TO THE ECONOMY FROM ABSENTEEISM & LACK OF PRODUCTIVITY

(£70 billion+ per annum in the UK alone), PRESENTEEISM (£140 billion+per annum in the UK)

Is this keeping you up at night?

- The constant battle to manage staff effectively
- Finding the right staff – and keeping them
- Holding people to account
- Worrying about having the difficult conversations when staff are not performing as you want
- Staff constantly complaining about 'something'
- Feeling overwhelmed as everyone wants a piece of you
- Feeling the only way to get things done properly is to do it yourself
- Motivating people feels like pushing a bus uphill without an engine
- Feeling that the "To Do" list is endless, and you are not making any inroads
- Staying competitive in an ever-changing market
- Feeling you can't please anyone – your family complain you are never available – even when you are at home
- Missing your children's concerts, plays and sports days

Results You Can Expect

Individuals

The Enlightened Leadership Programme will help you as an individual by giving you the following skills and capabilities:

- Achieve the results you desire more quickly and consistently
- Create clarity about your vision, mission and what the real issue you face are.
- Prioritize effectively
- Develop and maintain positive relationships professionally and personally
- Set and maintain effective boundaries
- Delegate and hold people to account with strength and compassion
- Manage and develop the potential of others
- Recognize your habitual behaviours and their impact
- Plan an effective way forward
- Follow through effectively on your action plan
- Deal with past challenges and learn from them
- Reduce stress for you and those you work with
- Develop emotionally and spiritually
- Enjoy your professional role and support a good working environment for staff
- Look forward to your personal and professional future with enthusiasm
- Create better work-life balance for yourself and your staff
- Help you identify your true purpose
- Help you feel happier, be more successful and more fulfilled

Businesses or Organisations

It is always a challenging business environment. The pace of change has never been faster and leaders need to be able to navigate the changes and support their staff to do the same.

To succeed consistently leaders will need to develop their teams, to motivate, engage, hold them to account in a constructive way and work with all stakeholders in a professional and caring way.

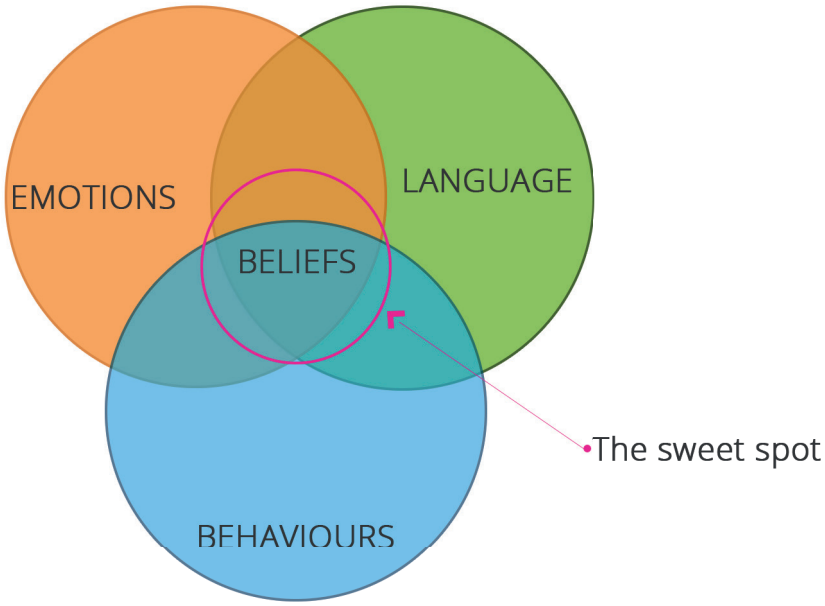
Whilst all the traditional skills are still required the leaders of the future must have the capacity to lead and inspire others, have a strong sense of purpose and social responsibility and the capacity to lead through care and compassion rather than fear and blame.

The Enlightened Leadership Programme will help you as a business or organisation by giving you the capacity to create, embed and develop:

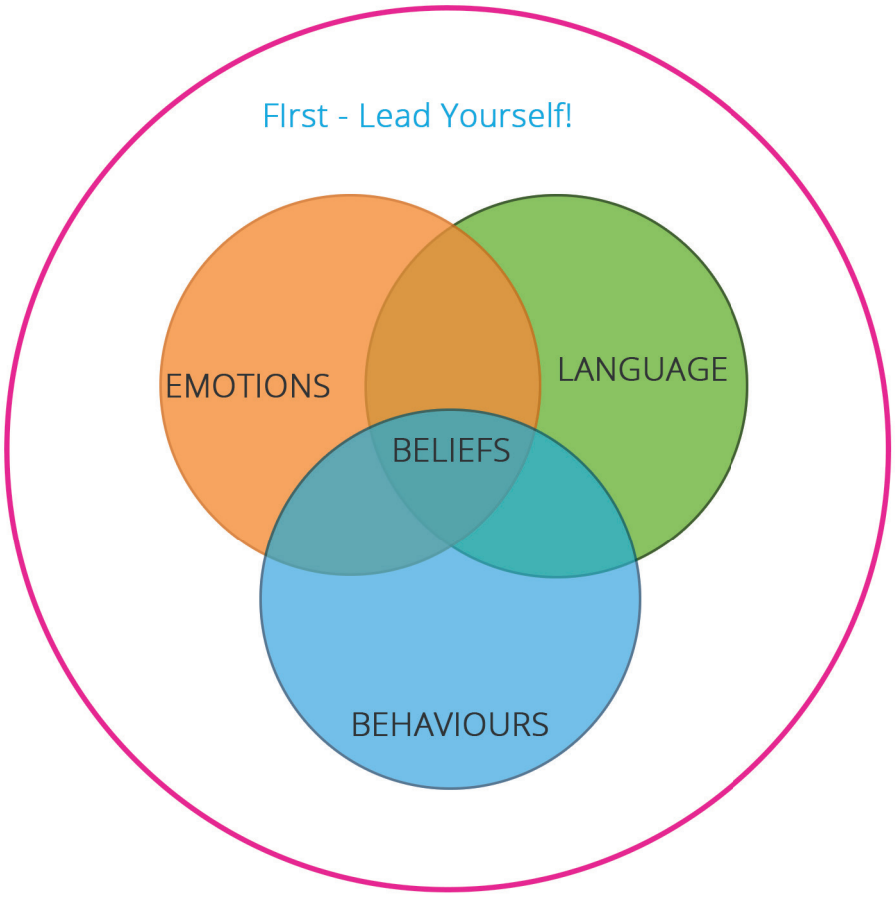
- A well-defined, shared vision
- Clear organizational core values and well defined behaviours by which they will be delivered
- The capacity to develop a culture which supports the development of staff and of self-organizing teams based on development rather than blame
- Improved strategic planning
- Better professional relationships
- Clearer objectives
- Higher levels of staff satisfaction
- Less absenteeism due to sickness (physical and mental)
- Reduced cost of lost productivity due to sickness and stress
- More effective teams
- Greater staff stability
- More energized and resourced workforce
- Higher level of creativity
- Better problem solving and solution finding
- Better work life balance for all staff with clear boundaries
- Greater loyalty by staff
- Higher standards of customer care and satisfaction
- Higher more sustained levels of productivity
- Increased profitability

Personal & Spiritual Development

To be an Enlightened Leader you must first lead yourself!



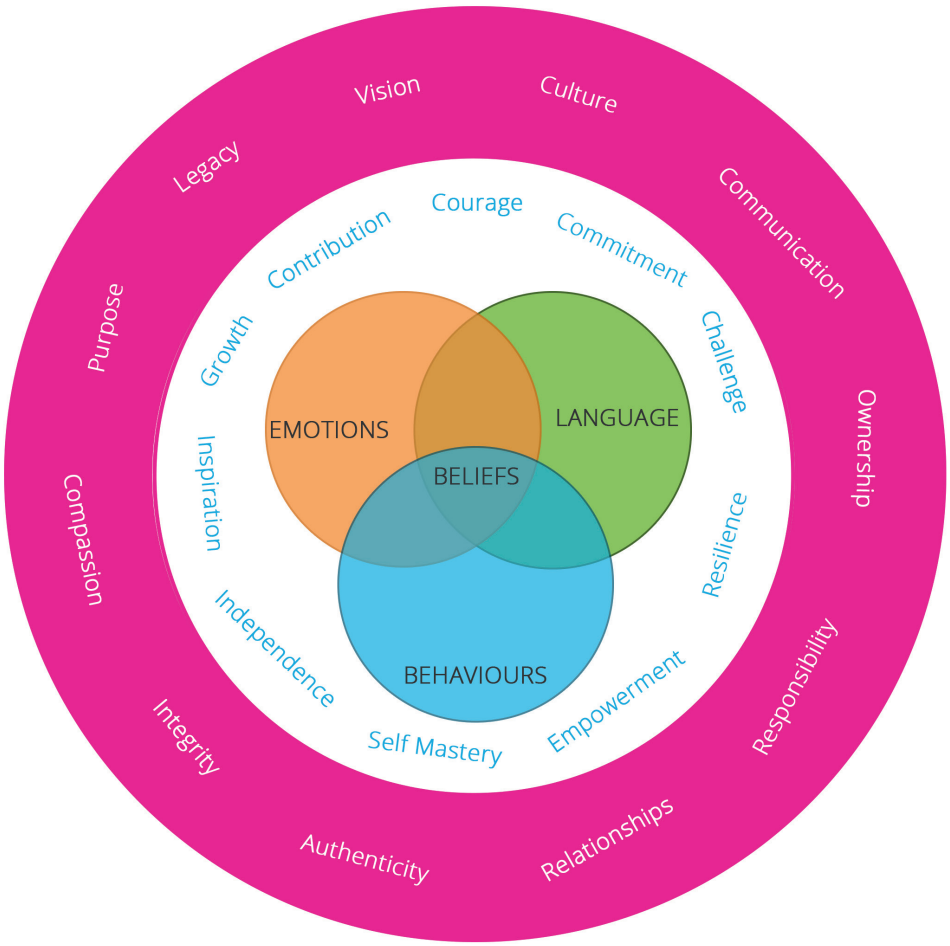
> ENLIGHTENMENT, PERSONAL MASTERY AND LEADERSHIP REFINEMENT ARE THE CORE COMPONENTS REQUIRED FOR CREATING A NEW LANDSCAPE OF LEADERSHIP





This is the “Iron Man or Woman” equivalent of leadership courses

At the core of any truly Enlightened Leader is the daily demonstration of...



Enlightened Leadership Programme

Personal & Spiritual

- **Underlying Principles**
  - Permission
  - Perspective
  - Focus
  - Love
  - Forgiveness
  - Playfulness
- **Connecting Themes**
  - Mindfulness
  - Survival
  - The Way to lasting
  - Change
  - The Power of Language
  - Taking Ownership
  - Strength & Vulnerability
- **Beliefs**
  - Understanding how beliefs are installed
  - Developing greater self-worth and confidence
  - Eradicating Limiting Beliefs
  - Installing Positive Beliefs
- **Love & Relationships**
  - Every relationship you have is a reflection of the relationship you have with yourself - creating a positive relationship with you and others
  - You Are Enough
- **Creating Lasting Success**
  - Avoiding self sabotage
  - Conditions for creating & sustaining success
  - Making the most of your resources
  - Abundance
- **Managing Change & Transitions**
  - Dealing with impact of change
  - Creating lasting & successful change
  - The power of anticipation
  - Resistance vs. acceptance
  - Disaster or Opportunity
  - Choosing to be happy

Enlightened Leadership Programme

Leadership

- **What sort of leader are you?** — The Characteristics of an Enlightened Leader
- **Building Successful Self-Organising Teams** — Developing potential
- **Developing Your Potential**
  - Core values and translating these into consistent behaviours
  - Developing a sense of ownership and responsibility
- **Effective Communication** — Develop your intuition
- **Developing the Potential of Self and Others**
  - Developing a learning culture
  - Setting people up to succeed
  - Holding people to account constructively
- **Health & Wellbeing**
  - Your role as an Enlightened Leader in developing a healthy working environment
  - Improving the physical, mental and emotional health and wellbeing of you and your staff
- **The Management of Change**
  - Creating lasting and successful change
  - The power of anticipation
- **Self-Knowledge**
  - Deepening consciousness through self-awareness
  - Taking radical responsibility
  - Allowing others to take responsibility for their own thinking actions and words

The Enlightened Leadership Programme

Individuals Who

- Want to learn – **curiosity**, creativity, open mindedness
- Are ready to take charge of their own destiny – **responsibility**
- Are up for a challenge – **courage**
- Are willing to do what it takes – **commitment**
- Are willing to make mistakes and learn from them – prepared to get up when they fall – **resilience**
- Want to invest in themselves – **ownership**
- Want to be authentic and live in line with their core values – **integrity**
- Have a strong desire to support and help others – **contribution**
- Want to make a positive difference in their world – **purpose**
- Who have the capacity/potential – **growth**
- Are ready to develop self-knowledge leading to – **self-mastery**
- Want to create positive change – **game changers**
- Have the courage to step out of their comfort zone – to challenge and be challenged – **challenge**
- Have compassion for themselves, and others and want to play a part in making a better future – **compassion**
- Have the capacity to encourage, motivate and inspire others – **inspiration**
- Aim for excellence rather than mediocrity and following the herd – **independence**
- Recognise that enlightened leadership permeates their whole lives – enlightened leaders lead extra ordinary lives – and support others to do the same – **empowerment.**

Organisations Who:

- Are **forward thinking** enlightened companies who are **highly committed to getting the very best** out of their people.
- Recognise the only way to do that is to develop and grow extra ordinary – enlightened leaders who can adapt to and embrace today's fast pace of change. **Leaders who have the capacity to influence, motivate and inspire others, with the capacity to transform.**
- Recognise the worth enlightened leadership brings to i**ncrease the productivity and profitability** of their organisation
- Are **ready to identify and invest in the potential of their people**, who are committed to supporting personal and professional growth and see its benefits
- Who care about the wellbeing of all involved – physically, mentally, emotionally and spiritually
- Who understand that the quality of leadership at every level determines the level of success and the quality of life for all involved
- Who have a **commitment to creating healthy working culture** and environment for themselves and their staff
- See that in a world of ever faster paced change there is a **desperate need for a different type of leadership**. One based on high standards, compassion, care and integrity

The Enlightened Leadership Programme is ***not*** for those:

Individuals:

- Who like to sit on the side lines rather than take action
- who are happy to plod on as they are
- who give in easily when life offers a challenge
- who like to complain and see themselves as victims
- who have no sense of excitement and passion about life
- who want everything handed to them on a plate
- who are not prepared to invest in themselves and do the work inner work required
- who avoid anything which feels like a challenge
- who are not interested in helping others

Businesses and Organisations:

- Who simply want to tick the boxes
- Who pay lip service to the development of their people
- Who are prepared to let poor leadership continue and pay the organisational cost of lower levels of productivity, less profit, absenteeism, underperformance due to presenteeism, greater HR and recruitment costs, lack of continuity, poorer customer service etc..

What's holding you back?

Is this value for money?

Creating and maintaining the competitive edge requires great leadership. The strategies and principles within this programme have been proven to increase productivity and profitability so long as they are used consistently. Learning to be an Enlightened Leader is not simply about business, it is designed to enhance your life, your relationships with yourself and others professionally and personally. It is a programme for living a happy, successful and fulfilled life – the value of that is priceless!

The length of the programme and the significant levels of support are designed to give you the greatest chance of lasting success

Do I have the time?

The programme does require an investment of your time but the rewards of becoming an enlightened leader are well worth the investment. The programme involves you undertaking a project within your work context. We encourage you to identify something which will help you achieve your professional goals rather than being something extra.

We anticipate it will take on average three hours a week to complete the programme. Completing the programme will mean 120 hours will count towards your annual CPD requirement.

Time to complete your project sits outside this time allocation, we encourage you to focus on a project you need to complete as part of your work role.

Leading and managing your staff as an Enlightened leader and developing self-organising teams has a positive impact on health, well-being and work life balance, which in turn reduces absenteeism, improves staff retention, loyalty and goodwill.

Will it work for me?

Like anything in life, the more you engage the more you will get out of the Enlightened Leadership Programme. The principles and strategies have worked in a wide variety of industries with a wide variety of people. The determining factor is whether you really want to become an Enlighted Leader. We have designed the programme so you will have lots of individual and group support to help you from the moment you sign up.

I've been on lots of leadership courses and they have never worked for me. How is the Enlightened Leadership Programme different?

The programme is unique. It is based on over 35 years' experience in developing leadership in a variety of contexts. The programme is 10 months long for a very good reason – it gives you opportunity to develop the skills and confidence with time to embed these so they become

second nature. Throughout the programme you will be supported by your Leadership Facilitator, the Genuinely–You Team, Gina and one another. We are very selective in the people we take on to the course which means you are part of a positive peer group who are keen to make a positive difference to their own lives and to that of others. Ultimately it is up to you. Simply attending a course does nothing. The more you engage with the programme and the others within it the greater the positive impact.

It sounds like a lot of hard work?

There will be work to do, as we have said right from the outset. This programme does not pay lip service to your development, it is not for the faint hearted. It is for those who want to make a positive difference to their own lives, to that of others and the world we live in. In the same way that those who train and succeed in running a marathon or completing the Iron Man or Woman race, the rewards are great.

Is the programme very complex?

The structure of the programme has been designed very carefully to help you develop personally, spiritually and professionally. Each section takes you step by step through a supported process of self-discovery, ensuring you can find your way with ease.

What happens when the programme is over?

- You become an Alumni of the Enlightened Leadership Programme
- You have life time access to all of the current on-line leadership resources and to any future ones.
- You have life time access to the group coaching and the dedicated Enlightened Leadership Face Book Group
- We offer you ongoing opportunities for growth and development online.
- There are holistic leadership retreats for those who want to take time out to recharge their personal, spiritual and leadership batteries. They provide an opportunity to top up your skills, meet with other alumni to network and mastermind.
- For those who are interested in going on to become an Enlightened Leadership Facilitator we offer a further training programme and opportunities to undertake that role.

How We Support You Through the Process

There are two defined but interconnecting strands to the programme. One focusses on your personal and spiritual development, the other on developing your capacity to be an Enlightened Leader.

Once you have signed up:

Pre-programme Activities

In the first instance, there is a questionnaire designed to create your base line and for you to identify areas of development.

The Role of The Enlightened Leadership Facilitators

You will be matched with an Enlightened Leadership Facilitator who will act as your support throughout the programme. The programme is designed to help you dig deep and think about your core beliefs, behaviours, past baggage and your dreams and aspirations so there are likely to be times when things feel challenging. Your Leadership Facilitator is there to support and challenge you. To be your champion and coach.

Meetings with Your Leadership Facilitator

Before the formal programme begins you will have a 1:1 session via Zoom or Skype to get to know one another, to go through your questionnaire and to agree your project.

You will then meet each month to discuss progress with the programme and your project, identify any blocks and help you overcome them, to support, challenge and celebrate wins with you.

Long Term Project

An ongoing element of the programme is your long-term project. Ideally the project should focus on something which is part of your day to day role. Something you would like to develop which has a significant element requiring the management of others. The project should be agreed with your Leadership Facilitator during your Pre-Programme session.

The Programme Itself

Each month there will be different themes to support your ongoing development. The personal and spiritual themes and principles are introduced via videos, the leadership themes via PowerPoint Presentations and core reading.

Each Unit has a range of activities based on the learning for that unit, designed to help develop your understanding, confidence and skill base. Your Leadership Facilitator will go through these in your 1:1 sessions.

You are encouraged to take an active part in the Interactive Group Coaching sessions which take place twice a month via Zoom. The themes offered are an enrichment to the formal programme. You can suggest themes which you'd like to be covered and we'll do our best to include them. You can, if you want to, participate in being in the Hot Seat and coached within the group session. You will be invited to join the private Enlightened Leadership Programme Facebook Group. This is a place to pose questions, identify issues and themes you would like covered and to celebrate your success. Your involvement in supporting one another via the group is invaluable, the more you engage the more you will get out of the process.

The final Leadership Facilitator Session will take one and a half hours. During which you will be asked to deliver a 20 to 30-minute presentation sharing the outcome of your project. This session will also focus how you have grown personally, spiritually and professionally during the programme and your plans to take things forward.

IF YOU ARE INTERESTED IN FINDING HOW YOU CAN JOIN THE PROGRAMME
PLEASE EMAIL at *info@geniunely-you.com*
OR USE THE LINK BELOW TO ARRANGE A CALL:
https://enlightenedleadership.co/page/contact-us



Tools and Resources

Welcome Pack

As soon as you have been accepted onto the Enlightened Leadership Programme you will be sent your Welcome Pack with the off-line core resources and a detailed overview of the content of the whole programme.

This includes physical Copies of the following books:

- "Thriving Not Surviving – The 5 Secret Pathways to Happiness Success and Fulfilment"
- "How to Manage Your Staff More Effectively"
- "Kick Start Your Career"
- Thrive Activity Book
- Thrive Personal Journal

The Thrive Personal Journal is designed to support your personal journey. This is a private activity unless you choose to share anything with your Leadership Facilitator or other members of the group.

We want to support you throughout your journey so if you would prefer to receive these electronically please let us know ASAP after you sign up.

Other Resources

You will find a vast bank of resources within the Genuinely-You Membership site. They include articles, podcasts, videos and other handouts. These are available for you to watch, listen to and read at your leisure. You will have life-time access to these resources.

Your Big Reason Why?

The success or failure of any organisation is largely dependent on the quality of leadership at every level. We live in extremely challenging times where the cost of poor leadership is too high and the old ways of being are unlikely to create ongoing success in the future.

The Enlightened Leadership Programme is a holistic programme designed for people who who want to do more than simply go through the motions. It is for those who want to nurture and develop themselves and those in their team - to make a real, lasting difference, who are ready to do what it takes to create a positive living legacy.

It is leadership for life!

- Greater self-awareness
- Provide a positive role model to others based firmly on your core values
- More positive self-worth
- Develop more empowering beliefs
- Greater resilience
- Greater confidence in managing self and others effectively
- Improved communication skills - to understand the power of language and using intuition effectively
- Capacity to motivate and develop themselves and others
- Ability to plan strategically
- Capacity to initiate, and embed positive change in their own lives and with others
- Better relationship with self and others – personal and professional
- Effective delegation skills
- More effective communication skills
- Greater promotion prospects
- Better work life balance
- Greater well-being – physical, mental, emotional, spiritual
- Higher levels of job satisfaction
- The capacity to lead from a place of compassion and care

Your Legacy as an Enlightened Leader

The Enlightened Leadership Programme offers you a springboard to ever greater levels of consciousness and performance. We encourage participants to think about the living legacy they create moment by moment and in the longer term.

You have the capacity to create a positive difference to your own life, to those you associate with, to the wider community and to the world at large. Every decision you make has an impact – positive, neutral or negative – the choice is yours. Genuinely You Enlightened Leaders are encouraged to see themselves as the spiritual Matriarchs and Patriarchs of their family, their team or organisation and the community. They have the confidence and the skills to take a leading role in shaping the future.

An important part of being an Enlightened Leader is identifying and nurturing the potential of others. In order to see potential, you have to be consciously aware and looking for it. Using your intuition, taking a chance and providing constructive support to facilitate the growth of the potential of others requires time, effort and faith but the impact of such an approach can be incredibly rewarding for the individual, the organisation and for the Mentor.

Enlightened Leaders recognise that the quality of future depends on each of us taking radical responsibility for ourselves and collective responsibility for helping others to do the same. Happiness, success and fulfilment can only be achieved consistently when this is the case.

Co-operation and collaboration are at the very heart of the Enlightened Leaders approach.

The Enlightened Leadership Programme is designed to give you a new perspective on how you can step up and how you can step into your Genuine Power and become an Enlightened Leader.

About Gina

Gina Gardiner has three decades of developing Enlightened Leadership in a wide variety of organisations and industries. All of the companies Gina has worked in an ongoing capacity have significantly increased their productivity and profitability whilst improving staff relationships, motivation, morale and improving work life balance for all involved.

Gina believes the quality of leadership at every level is showing cracks. Poor leadership is incredibly costly to all involved, the absenteeism due to stress and anxiety are increasing at an alarming rate and may people are finding their working day soul destroying.

Gina knows that leadership can be tough and lonely. Life can be incredibly challenging which Gina knows all too well having learned to walk twice as an adult. The gift of her disability was a unique approach to developing personal empowerment and enlightened leadership. This approach is at the core of her work today.

Gina walks her talk – all the principles and strategies she offers are based on those she developed whilst leading an award winning organisation for over twenty years, (mostly from a wheelchair) and since 2004 on her work with many individuals, teams and whole organisations.

Gina is a two time No 1 International Best Selling Author, Motivational Speaker, Empowerment Coach and Transformational Leadership Trainer and a NLP Master Practitioner. She has over thirty years' experience of developing and delivering successful Leadership Programmes in a variety of contexts. She is passionate about helping her clients achieve their full potential – to become genuinely their best self.

Gina's proven track record in helping emergent and established leaders lead themselves and others in a truly enlightened way is now available to you.

Book a call to see how the Enlightened Leadership Programme could help you.



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Established in 1996, The CPD Certification Service is the independent CPD accreditation centre working across all sectors, disciplines and further learning applications... Hundreds of thousands recognise our CPD Certified symbol as the qualitative benchmark that, not only reflects but also sets those standards.

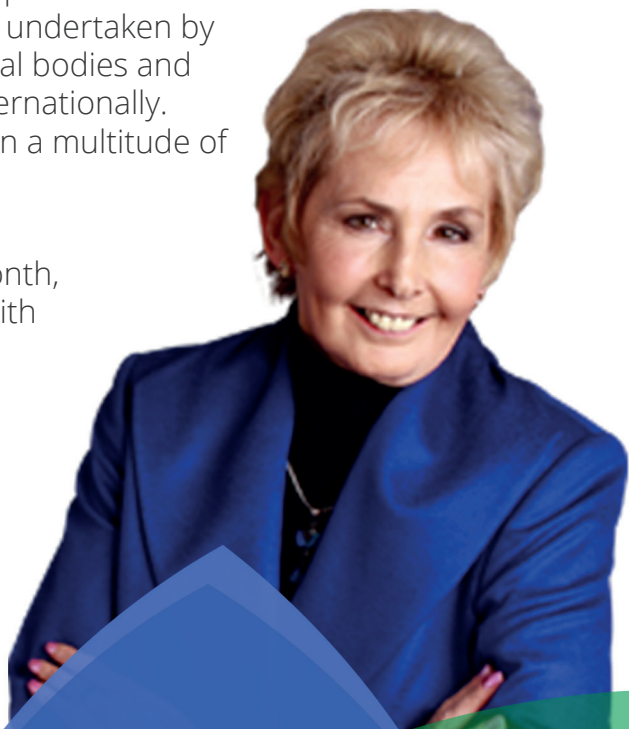
Accredited CPD training means the learning activity has reached the required Continuing Professional Development standards and benchmarks. The CPD Certification Service provides recognised independent CPD accreditation compatible with global CPD requirements.

CPD ACROSS THE GLOBE

Outside of the UK, CPD extends across the globe and is undertaken in most countries. The CPD Standards Office accreditation services support all forms of professional development and CPD schemes globally, and has an increasingly international reputation as the strongest currency in professional development.

Global Acceptance of CPD Standards Accreditation

The CPD Standards Office has accredited a range of training providers in over 20 countries, across several continents. Due to the research undertaken by the CPD Standards Research Project with various professional bodies and regulators the accreditation is recognised and respected internationally. Formal CPD Standards certificates are issued and accepted in a multitude of countries and across all professional sectors.



The CPD (CE) hours for the programme are 12 hours per month, 120 hours across the 10 month programme. Please check with your industry / state if you are outside the UK.

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