

### PEER NETWORKING

Network with peers experiencing the same challenges. Discuss practical issues you are facing.

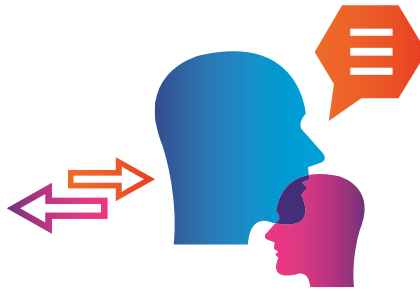


“ We put *human* back in human capital. ”

Carol Locke, CEO: Prism Coaching LLC  
Danielle Yarber, CEO: DHY Results LLC

Gallup defines engagement as employees that “are highly involved in and enthusiastic about their work and workplace.”\* They are psychological “owners,” drive performance and innovation, and move the organization forward. Are your employees engaged? Are your employees’ day-to-day experiences keeping them motivated? Are you making the most of their talents?

\*drawn from State of the Global Workplace (Gallup whitepaper)



### Learning Details

Start your learning journey by taking the Tilt 365 True Tilt and the Enneagram Instincts (IVQ) assessments. You will get an individualized report and an in-class debrief for both assessments as well as two 1-1 coaching sessions (one before classes start and one after classes end). Learn and practice new skills as a group in five two-hour in-person sessions. After the sessions, we will request Feedforward about your learning experience, and provide space for any final questions you may have. Join us and gain resources you can draw from throughout your career.

**Reserve your seat today, at**

[www.lookinleadout.com](http://www.lookinleadout.com)

### Coming Soon!

(see the website for specific dates/times/location)

**Early Bird Pricing: \$2100**

**Regular Registration: \$2300**

Reserve your seat (\$300 non-refundable deposit required).

P.O. Box 14405, Durham, NC 27709

**PRISM**  
COACHING & CONSULTING  
PRISMCOACHING.COM

**DHY**  
RESULTS  
DHYRESULTS.COM



## LookIn, LeadOut – Know Yourself –

Jump Start the Leader In You

Presented by

**PRISM**  
COACHING & CONSULTING

&

**DHY**  
RESULTS



## Leadership Development

### Self-Development

Grow your self-awareness with the Tilt 365 True Tilt Profile & the Enneagram Instincts (IVQ) assessments

Understand your natural tendencies

Set a growth path—one step at a time

Receive two One-on-One Coaching Sessions

### Peer Networking

Connect with other managers with similar challenges

Share and receive insights and wisdom

Establish connections with trusted colleagues

### Skills Development

Learn basic coaching concepts with time to practice

Learn effective feedback techniques

Learn effective team meeting techniques

Leave with additional resources to continue your learning



### Software Support

Each participant will have access to secure, online coaching software that will store all the class materials, send automatic reminders, and allow for personalized measures, if you so choose.

## LookIn, LeadOut

### — Know Yourself —

### Practical Leadership Development

LookIn, LeadOut is aimed at new managers who have been in role 5 years or less. It uses the Tilt 365 True Tilt Profile to help you understand your natural tendencies and your greatest opportunity for development, one step at a time.

We don't stop there. We couple that with basic coaching skills to help you get the best from your employees, raise engagement and employee retention.

We provide time and space to discuss the day-to-day issues you are facing and practice your new skills to cement the learning.



## Can your company afford *not* to develop you?

According to Gallup, 85% of employees are not engaged in their job. They further suggest that the number one fix for declining productivity is employee development.\*

\*drawn from State of the Global Workplace (Gallup whitepaper)



### We want you to succeed!

Low employee engagement and employee turnover are expensive.

Exit interviews confirm that employees 'quit' a boss more often than they 'quit' a company. Don't be that boss employees 'quit'.

With a combined 50 years of corporate experience, Coach Carol and Coach Danielle have the knowledge and experience to help you jump start your leadership career. Don't delay—sign up now!  
[www.lookinleadout.com](http://www.lookinleadout.com)  
 \$300 reserves your seat.



### Learning Beyond the Class Sessions

We will provide an online group exclusively for the class to share successes, ask questions, and share experiences in real time or any time.