

Two factors drive federal employee engagement:



Connection to Mission

- Knowledge of agency goals
- Feeling inspired by the agency and leadership
- Feeling seen and appreciated for accomplishments
- Believing that their work matters



Effective Senior Leadership

- Ability to motivate and inspire employees
- Maintaining high standards of integrity
- Strong communication skills

Source: 2023 Government-wide Best Places to Work in the Federal Government: Partnership for Public Service

i⁵ Conscious Leadership training uniquely supports these federal employee engagement drivers.

i⁵ CONSCIOUS LEADERSHIP MODEL



“The i⁵ Conscious Leadership program has transformed the way our agency perceives and approaches leadership development. We are already seeing changes after only 6 modules of training over 2 days.

Our leaders have renewed enthusiasm for their roles, are more connected to their team members, and are experiencing more engagement from their direct reports.”

~Senior Government Leader

Evaluation scores for i⁵ Conscious Leadership LEAD Program

Overall Experience Rating:



Relevance of the Material to Their Current Role Rating



Federal Leadership Needs



Intention

Federal leaders must align teams and resources toward achieving mission-critical goals.

Intentional leaders articulate a compelling vision that motivates employees to work towards a common purpose that serves the nation.



Identity

Self-aware leaders recognize their own biases, strengths, and limitations, especially when dealing with complex policy issues, diverse stakeholders, and sensitive information.



Integrity

Federal leaders must uphold the highest ethical standards and maintain public trust.

Leaders with integrity can navigate ethical dilemmas, ensure regulatory compliance, and model transparency and accountability.



InSight

Federal leaders with strong InSight anticipate emerging issues and make well-informed decisions that balance competing interests and priorities, while ensuring their people feel seen, heard, understood, and safe.



Inspiration

Inspiring leaders foster a sense of pride and meaning in public service, boosting morale and encouraging innovation and excellence across the agency.

SCHEDULE A 15 MINUTE CALL TO TALK ABOUT YOUR LEADERSHIP NEEDS:

Marissa Levin, Co-founder & CEO
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- In-Person, Online, and Hybrid Training Curriculums
- Individual and 360° Emotional Intelligence Leader Assessments
- Group and Individual Coaching

Training

- Tailored to the unique challenges of public sector managers, from new supervisors through SES leaders, training is facilitated through two complete curriculums:
 - **i⁵ E-LEAD** for new and emerging leaders
 - **i⁵ LEAD** for experienced leaders
- i⁵ Leadership Certification available at two levels, Foundational and Advanced.
- Engaging, relevant, research-based curriculum is taught in small cohort-based classes to facilitate learning and support.
- Comprehensive participant workbooks become valuable life-long learning references.

Assessments

- Create a personal roadmap for growth and to measure impact.
- Provide insights into communication styles, problem solving skills, and behavioral tendencies.

One-on-One and Group Coaching

- One-on-one coaching confidentially explores blind spots and opportunities for growth.
- Group coaching taps into the power of community and peer-to-peer learning for connection and self-development, and well as reinforcing training concepts and accelerating impact.



“Organizations that combine leadership development with coaching see an 88% improvement in productivity and a 67% increase in organizational strength.”

- *Development Dimensions International (DDI)*

THE i⁵ LEARNING APPROACH:

1. The i⁵ Conscious Leadership model is designed to drive federal employee engagement.
2. Offerings align with OPM's Executive Core Qualifications (ECQs).
3. Assessments and coaching programs identify personal barriers to self-awareness and emotional intelligence which are essential in creating cultures where employees feel seen, heard, understood, and safe.

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For New and Emerging Leaders: i5 E-LEAD Course Curriculum

1 Leading Self

Effective leaders lead themselves first. They understand their own capabilities, strengths, and limitations, and have developed the self-awareness and emotional intelligence needed to consciously lead others.

Personal Development

- Building Your Self-Awareness
- Maximizing Your Time and Energy
- Understanding Your Emotional Intelligence

Leadership, Culture & Change

- Foundations of Conscious Leadership
- Leadership Mindset: The Shift From Me to We

2 Leading Others

Teams work together to accomplish collective goals. Effective leaders recognize and leverage individual strengths while managing a collective that is more effective than any single individual.

Personal Development

- Interpersonal Skills
- Conscious Communication
- Giving and Receiving Effective Feedback

Leadership, Culture & Change

- Introduction to Team Dynamics
- Creating Inclusive Work Environments
- Managing Healthy Conflict
- Coaching and Mentoring
- Intentional Team Culture
- Leading Remotely

3 Leading Organizations

Leading an organization involves navigating complexities and challenging organizational assumptions to accomplish goals, as well as leading through the change and transformation that is necessary to accomplish this.

Personal Development

- Strategic Thinking
- Building Strategic Networks

Leadership, Culture & Change

- Inspiring Others Through Leadership
- Consciously Managing Change: Leading Through Transformation
- Leveraging Culture for Performance: Unlocking Cultural Intelligence

For Experienced Leaders: i5 LEAD Course Curriculum

1 LEAD Foundational Courses

*Foundational courses provide an overview of conscious leadership and its five pillars. Completing these **6** classes awards leaders **i5 Conscious Leader Certification***

- Foundations of **Conscious Leadership**
- The Essential Role of **Intention** in Leadership
- Creating and Applying Your Personal Leadership **Identity**
- **Integrity**: The Foundation for Ethical Leadership
- Using **InSight** to Create Safe and Engaged Workplaces
- Stepping into **Inspirational** Leadership

2 LEAD Advanced Courses

*Advanced Courses deepen targeted leadership skills and competencies. Completing these additional **10** classes awards **i5 Advanced Conscious Leader Certification***

- Consciously & Quickly Onboard New Hires
- Unconscious Limitations: What's Holding Us Back
- Conscious Communication Strategies
- Coaching for Leaders
- The Role of Emotional Intelligence in Leadership
- Time and Energy Management
- Consciously Giving & Receiving Feedback
- The Role of Self-Awareness in Leadership
- Connection Between Conscious Leadership and DEI
- Consciously Leading Remote Teams

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