

The Leadership Trilogy

The Patnaude Group Inc. is now well into its third decade of training transformational/servant leaders. Based on values and purpose, with a sense of vision and legacy, this level of leader is one who makes more than a living, they make a difference. They move beyond ego and accumulation to serve the greater good which first includes their people and those who find meaningful work under their direction. This kind of leader lifts people toward a vision generated from wisdom and follows this personal pathway based upon a calling to serve in one of the highest of responsibilities.

All of our programs are based on an **Inside/Out** process of first determining which motivators drive behavior and why. We then focus on the outside process of changing behavior to represent those practices of the transformational people leaders who serve as examples.

Our potential is the universe – yet we make ourselves into islands. We warp our potential, we restrict our beauty; thus we diminish our lives. Hindered by our subconscious beliefs & conscious acts, we become adept at remaining less than we can be. We are called to more than achieving our goals. We are called to reach our potential.



Part One Developing The Transformational Leader

Answering the Great Questions of Who are we and Why are we here?

Four Parts in Three Days

This three day intensive is delivered in an off-site setting and includes the following:

The Process of Self-Awareness – *Heightening consciousness and investigating the depths of the inner self provides us with information about **WHO** am I?:* The process begins by investigating the **Psychology of Self** and the motivation beneath our behaviors through an in-depth analysis of values. By uncovering which top five values are at your core and your personal assessment of your Emotional Intelligence competencies, you discover the driving forces behind personal and professional success. The Myers-Briggs Type Indicator is used to determine Psychological Type and preferences and for learning how to coach others according to *their* Type.

The Practice of Self-Mastery – *Managing “you” in the world at the highest level of functioning is, in part, **WHY** you are here.* This module utilizes an instrument for determining which are your strengths of Emotional Intelligence and which are your developmental areas. This data is critical for providing key insight into achieving behavioral change. This session continues the process with one of the world’s best leadership measurement tools – MLQ which measures **Ideal Influence, Intellectual Stimulation, Individual Consideration** and **Inspirational Motivation**. Receiving data from ten of your associates, we analyze how you rate yourself compared with others’ perceptions. You also can see how you measure against the global standard from a database of tens of millions. It is from this feedback that we establish your goals for moving toward a more **Emotionally Intelligent, Transformational Leadership Style** and begin to practice the associated behaviors.

The Skills of Social Competence – *The Fruit of Mastery.* Two key skills are taught in this module: **Quality Listening**, determined to be the **most important** leadership skill in a list of twenty five and **The Art of Speaking**, a workshop on how to make purposeful and memorable presentations. With public speaking being **THE most noticeable** of all leadership skills, this training can have enormously positive impact on your career.

"This is a program for developing Transformational Leaders - leaders who are authentic, compassionate, visionary, kind, playful, patient, deeply valued, ethical, honest and completely present. These are the kind of people who expand the room when they walk in. Their purpose in life is to make more than a living; it is to make a difference. Ego is surpassed by an ultimate connection to a greater cause and the greatest good."

Jeff Patnaude

The Legacy of Relationship Management – *Sustaining those relationships that are the key to your success and the key to your heart:* The most important aspect of our lives is the quality of our relationships. The final session is based on Jeff Patnaude’s book, ***Living Simultaneously, Balancing Self- Care, Relationships and Work***. This critical component introduces participants to the Physics of FLOW which is key to a Transformational Life. The final component concludes with A Taste of Legacy and points toward the Part Two sequel that answers the next Great Questions, **WHAT** is your work and **HOW** will we know you have been here?

The Process Includes:

- ◆ Developing an Executive Presence – Values, Purpose, Work, Legacy
- ◆ Myers Briggs Type Indicator – determines Psychological Type and preference
- ◆ The EQ Instrument for determining Emotional Intelligence
- ◆ Presentation Skills Training
- ◆ Listening Skills
- ◆ Multi-factor Leadership Quotient – an instrument to measure the five qualities of the transformational leader
- ◆ Type and Coaching Leaders Guide
- ◆ Goal setting with accountability
- ◆ Bi-monthly Triad phone conversations and peer mentoring
- ◆ Work/Life Balance planning
- ◆ Membership in a social network for Transformational Leaders

Fee: \$5,700 per participant -- includes all testing instruments, meals and facility, as well as an invitation to on-going consultation. Travel and hotel are at the participant’s expense.



Golden Apple programs are held at “The Farm”, located on a mountain-top of 200 acres in Warrenton, Virginia. Among peaceful trails, a barnyard of farm pets, an 1846 log cabin and the grandeur of the Blue Ridge Mountains, this setting becomes your tranquil retreat for the transformational work of a curious soul.

All of the Learning Programs offered by Golden Apple may be held on your site.





Part Two

Legacy

For those who have completed Part One and are ready to investigate the next Great Questions of **What is our work** and **How will we be remembered?**

Transformational Leadership PART 2

You are invited to participate in a continuation of the transformative process, renewing yourself in mind, body and spirit in the same fashion as your original experience and furthering the work that will be “how you made a difference.”

- *You have completed Part One...*
- *You have formulated a Values, Purpose, Work Statement ...*
- *You have written yourself a letter that reminded you, six months later, of who you were becoming and why you are here...*
- *You were challenged to work toward the transformational qualities of being individually considerate, intellectually stimulating, inspiring and motivating and last of all, the ideal influence for all of those around you.*

These factors make the greatest contribution toward changing lives and transforming organizations from the influence of those who **“walk the way” of the Ideal Leader.**

Now, as Part One fades in memory, this may be the time to continue the journey by investigating **the key elements** that will make **the greatest difference in the memory of YOU:**

Wisdom – Kindness – Ease – Flexibility – Patience – Playfulness -Laughter

When others speak of you... currently, would these qualities be said of you?

“Legacy is the outcome of the foundation we build upon our values, our purpose and our work. But our lasting legacy will not be carved in a monument of stone that sits above our final resting place. Instead, the testimony of our lives will be inextricably woven through the fabric of the lives of those who have known us.”

Jeff Patnaude

As a **Two Day** program, participants are briefly refreshed in the key points of Part One and then are introduced to THREE remarkable instruments

INSTRUMENT ONE: The Judgment Index

The *Judgment Index*™ provides **real, quantifiable** insight into judgment and decision-making capacities. As a scientific, mathematical and logically based assessment tool, it provides a unique perspective on measuring judgment.

The Judgment Index™ specifically measures judgment strength in over **seventy** indicators, including:

- Decision making Ability and Style
- Work Ethic and Reliability
- Ability to accurately Follow Directions
- Focus and Concentration
- Morale and Positive Attitude
- Trainability
- Ability to deal with change
- Trustworthiness
- Stress Coping Skills
- Assertiveness and Conflict Avoidance
- Resiliency/Strong Judgment under Stress
- Insight and Noticing Sensitivity

INSTRUMENT TWO: The Essential Enneagram – a centuries-old psychological system with roots in the wisdom tradition that shows the participant which of the nine types they are and why.

INSTRUMENT THREE: The Stress Map – developed by Essi Systems, the Stress Map measures 21 areas of your life and determines a range from Optimal to Burnout.

Tuition Fee: \$2,900 – includes instruments

This offering is **ONLY** for graduates of The Golden Apple Center for Inner Excellence foundational program, *Part One -Developing the Transformational Leader*.



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All of the Learning Programs offered by Golden Apple may be held at an off-site of your choosing.

Part Three

Eagle Solo Mentoring Program – For those who have completed Parts One and Two and now ready to answer the Great Questions of **What do you teach** and **When will you begin?**



Eagle Solo

Mentoring, the highest form of leadership and serving as guide and wisdom source for the hungry student, is a unique life privilege.

You, I believe, qualify for that role.

In one session per month for one year, you can be a part of a group of 12 to learn:

- **The Habits of Heroes**
 - **12 Practices of the Mentor**
- **The Eagle's Way**



In addition to your 12, one-on-one sessions with me, you are asked to invite three participants to serve as your students (Mentees) with whom you will translate the meaning of the six Lessons of The Eagle's Way and the 12 Habits of Heroes.

“We teach best that which we seek to learn.”

By teaching, you will learn even more deeply through the process for application in your own practice.

Pre-work

- **The Judgment Index on Mentor Qualities**
- **View Sit Quietly on Visual Voice Technology**

Months One – Two Lesson One – Born to Fly

(In Session one, your Triad joins you for the first Lesson.)

*Hero Habits 1-2 – **Sit Quietly, Love your Family***

Months Three – Four – Lesson Two – Barriers to Flight

*Hero Habits 3-4 – **Do What needs to be Done, Show Up***

Months Five – Six – Lesson Three – Flight Pattern

*Hero Habits 5-6 – **Pay Attention, Tell the Truth***

Halfway Home - 2 day retreat at “the Farm” for all 12 participants
at the 6th month point

(Date to be determined by each group)

Months Seven – Eight – Lesson Four – Out of the Nest

*Hero Habits 7-8 – **Do Justice, Love Kindness***

Months Nine – Ten – Lesson Five – Gliding

*Hero Habits 9-10 – **Release Attachment to Outcome, Walk Humbly***

Months Eleven – Twelve – Lesson Six – Soaring

(In Session Twelve, your Triad joins you for the final lesson.)

*Hero Habits – 11-12 – **Give Gratitude, Learn Eternally***

To enhance your learning, each Lesson for you and your mentees includes each of the 12 Habits of Heroes through **Visual Voice Technology™** a medium for delighting your multiple senses and utilizing three primary learning modalities:

Voice (Auditory/Knowledge), Music (Affective/Attitudinal), and counter intuitive pictography (Visual) for dramatically enhancing retention.

You are then coached in separate exercises for psychomotor, behavioral change.

At the conclusion of this program, you qualify for being invited to join

The Eagle Network, 12 groups of 12 who:

- Meet bi-monthly through WebEx in Triads for on-going development of a Commitment Cluster
- Gather with your group of 12 at The Golden Apple Center for Inner Excellence once per year for retreat and renewal
- Meet yearly in a conference gathering as a group of 144 for on-going learning and motivation



The Cost of the Program

- A monthly charge to you of \$600 by credit card for 12 months
- A separate monthly charge of \$200 is charged to each of your three participants for 12 months. Any instrumentation is additional.

Please join us for “making more than a living, making a difference.”

Jeffrey Patnaude, one of the pioneers in bringing together the worlds of work and spirit, is a master teacher, coach, speaker, author, consultant and priest. A creative and dynamic presence evoking personal and organizational transformation, he coaches to sustain a process of self-discovery and “inner management” skills needed for those who seek to enhance their behavior for more effective leadership in their business and personal lives. With an expertise in group dynamics and coaching leaders to lead authentic and vital lives, Jeff serves corporations worldwide in the area of leadership development.

Are you ready to move from Ordinary to Extraordinary?

