



ASPIRE

Lead with Authenticity and Impact



GAIA Insights

Transforming Leaders



»Authentic Leadership
is the full expression of 'me'
for the benefit of 'we'.«

Henna Inam

Why Does Authentic Leadership Matter?

In recent years, researchers and scholars have found Authentic Leadership is a way to catalyze and accelerate organizational change.

It fosters greater creativity, drives organizational citizenship behaviors and improves business performance. Adopting Authentic Leadership has a sustainable impact on human beings in the workplace by connecting people's hearts and minds.

At **GAIA Insights**, we call this 'leading from within'. Expressed in various ways – concern for others, consistent values and congruency, genuine trust, open and honest communication, purpose, dreams, hopes, beliefs, emotions, vulnerability – all this terminology encapsulates an expression of deep love and care for others. The evidence lies in how people feel when they experience Authentic Leadership.

**It's time to unlock potential in others while remaining authentic.
It's time to be your true self.**



“Leaders have to be lifelong learners, for themselves, for their organizations and most of all, for the people they lead. Developing your own inner compass is one of the most important things you can do as a leader.”

JURJEN KNOESTER



What Is Authentic Leadership?

Authentic Leadership is an expression of the qualities of self-awareness, relational transparency, balanced processing and a strong internalized moral perspective.

Authentic leaders demonstrate a high degree of self-awareness and are cognizant of their impact on other people. They promote trust through disclosure, while minimizing displays of inappropriate emotions. This relational transparency is supported by balanced processing of objectively analyzing all relevant data before coming to a decision. Finally, they represent a strong internalized moral perspective and integrated form of self-regulation guided by their own values and leadership purpose rather than by group, organizational and societal pressures.

Authentic Leaders:

- Are aware of their behavioral preferences, strengths and motivational drivers
- Present themselves to others in a manner that embodies presence and confidence
- Understand team dynamics, influence others and inspire followership
- Manage various stakeholders effectively and know how to navigate organizational politics with integrity
- Adopt situational leadership styles and master the basics such as accountability, communication, decision-making, empowerment, feedback and tension-handling

**Authentic Leaders lead from within.
ASPIRE is here to show you how.**

The Business Case

Anyone can study an MBA and pick up the technical skills to succeed commercially. However, studies and research published by McKinsey & Company and Harvard Business Review have found that CEOs with a strong character outperform their poorly-ranked peers by nearly 500%.*

The leadership skills that will set enterprises apart in the future are not necessarily linked to business acumen, financial planning or functional know-how. Rather, more intrinsic skills such as emotional intelligence have been shown to be more important for individual leadership and organizational success.**

Authentic leaders demonstrate human-centric behaviors and people are drawn to that because humans want to connect with other humans, not with Artificial Intelligence. Employees who feel valued, trusted and fulfilled at work are more likely to engage and go the extra mile – for their colleagues, stakeholders and customers.

**Traditional leadership has run its course.
Don't get left behind.**

* Sources: <https://fortune.com/2016/01/07/quality-leaders-lack/>
** Sources: <https://hbr.org/2004/01/what-makes-a-leader>

What Is ASPIRE?

ASPIRE by GAIA Insights is a leadership journey designed to transform leaders to become the best version of themselves.

Transformation starts from the inside out. Authentic leaders develop strong internalized values first, so others see them lead from a place of integrity.

And yet, leadership skills are only as good as their application in real life. That's why there's a high degree of monitoring in ASPIRE to guarantee each individual's progress. We look at people development holistically and always put the participant experience first.

Our clients include multinational corporations from various industries. Many say we »make magic happen«. They appreciate our thoughtful program design and meticulous end-to-end execution, in addition to our zealous commitment and drive for excellence. We do not disappoint them.

We have delivered programs around the globe from Brazil and Costa Rica, Denmark and Switzerland, Romania and Russia, all the way to Ghana, India, Tanzania and Vietnam, with participants from all over the world.



“Emotionally intelligent leaders create a positive, psychologically safe and empathetic work environment. That is what inspires people to excel, to be agile and to collaborate to the best of their abilities.”

MARIA KASSOVA



Your Business Benefits

- Accelerate mid-level managers' readiness for senior leadership roles
- Strengthen the talent pipeline of your organization
- Improve employee engagement scores
- Positively influence your organizational culture
- Provide a superior customer experience
- Increase bottom line results

Authentic Leadership fosters a culture that enables employees to be caring, committed and to give it their best.



Testimonials

Our programs deliver tangible business results. Don't just take our word for it. Here is what our clients and participants say:

»This leadership program was exactly what I needed to be successful. It was impactful, life-changing and supported me in taking the next career step for my executive role.«

JOUKE SCHAAP, MANAGING DIRECTOR, NETHERLANDS

»Moving away from traditional programs to curated development journeys that engage the learner at various levels is the right way to go. ASPIRE is a high-touch experience, specifically designed for and catering to the next generation of corporate leaders.«

GAIA Insights CLIENT, EXECUTIVE DEVELOPMENT PROFESSIONAL, SWITZERLAND



“Leadership is a chain reaction that starts within us. Neuroscience and Psychology help us understand our strength and capability, needs and vulnerability. With this knowledge, we can build trust and earn permission to influence.”

WILLIAM ANDERSON



How Does ASPIRE Unfold?

ASPIRE helps leaders develop themselves, their team and their organization. Our expert facilitators cover the practical angles of leadership, rooted in well-founded, contemporary theories, concepts and management models.

Leading Self

Understand your own and others' behavioral preferences to enhance your self-awareness and empathy. Learn to embrace vulnerability and discover your leadership purpose.

Leading Others

Draw on your leadership qualities and emotional intelligence to take your communication and influencing skills to the next level. Hone your executive presence and personal impact to lead authentically from within.

Leading the Organization

Apply new behaviors and political intelligence to manage stakeholders and navigate workplace dynamics, strengthen business performance and positively shape your organizational culture.

How Is ASPIRE Structured?

ASPIRE can be delivered via a choice of formats and durations to suit your personal and/or organizational needs and preferences. The length and depth of the blended approach detailed below can best be experienced over a 12-month period, but can also be tailored around a current project or existing development initiative.

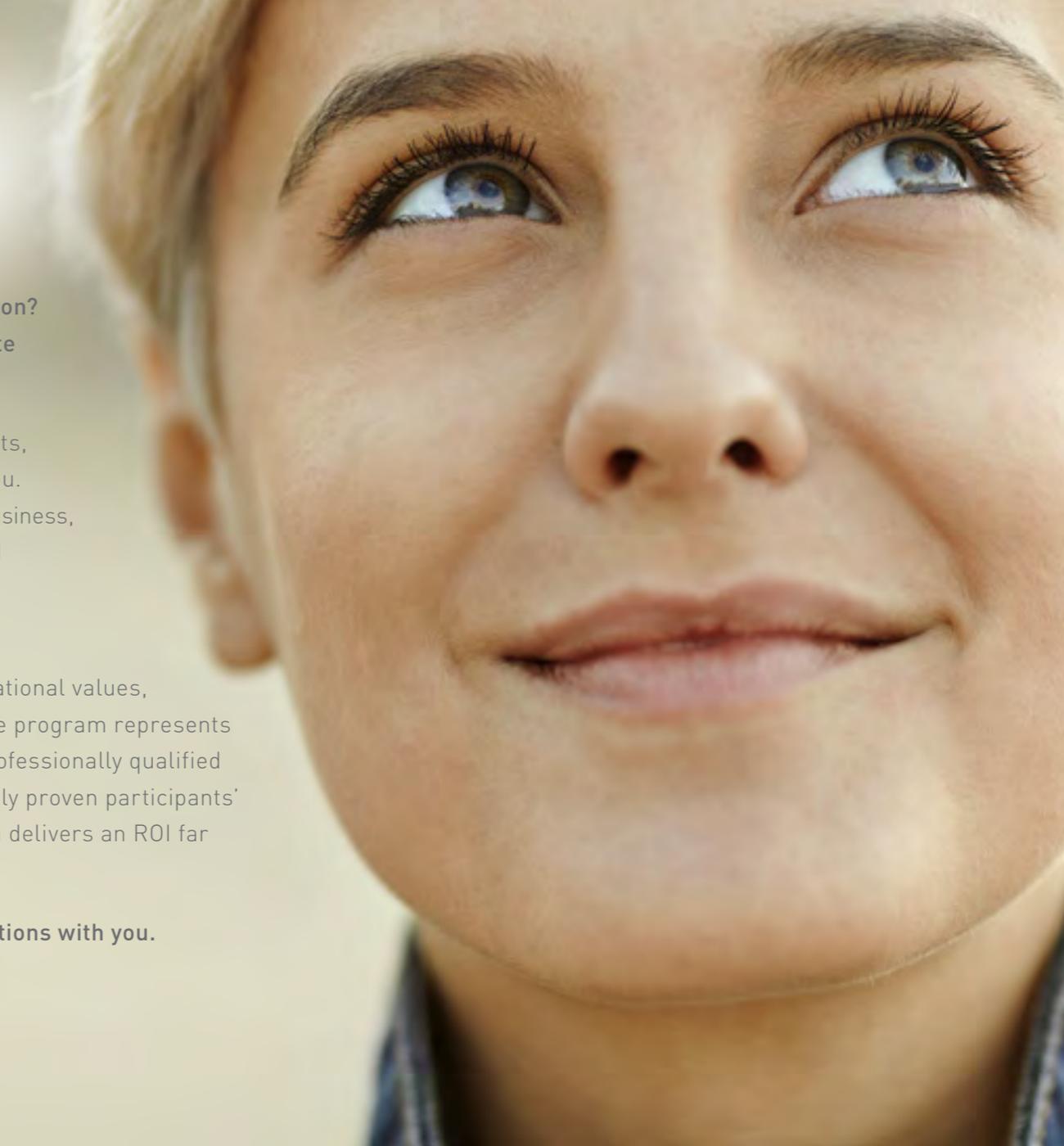
Depending on the chosen design, the rich content is delivered in micro-learning steps through a blended approach:

- Personalized development through individual mentoring, on-the-job practice, reflection and journaling
- Social learning through group engagement, peer coaching and learning buddies
- Virtual learning using webinars, podcasts and further curated content
- Immersive live modules, virtually and/or face-to-face (if and when possible)
- Measurable learning progress via a customizable impact assessment
- Optional: Real-life business projects, social community work, individual coaching and leadership games or simulations

A person with a backpack is walking away from the viewer on a narrow dirt path that stretches across a calm lake. The sky is filled with warm, golden light from a setting or rising sun, with soft clouds. The mountains in the background are silhouetted against the bright sky. The water in the lake is still, reflecting the path and the person walking on it.

»The journey
begins right here.
In the middle of the road,
right beneath your feet.
This is the place.«

David Whyte

A close-up, high-angle shot of a young woman's face. She has light-colored eyes and is looking upwards and to the right with a slight, hopeful smile. Her hair is blonde and slightly tousled.

How Can ASPIRE Be Customized?

Do you sense a need for ASPIRE in your organization?
Get in touch with GAIA Insights so we can co-create
a unique, tailored solution for you.

Together with our handpicked subject matter experts,
we will navigate a canvas of content options with you.
We help you select what is most applicable to your business,
and turn those design elements into a personalized
learning journey, applying our trademark craft of
holistic program orchestration.

In doing so, we are happy to integrate your organizational values,
leadership model or competency framework, so the program represents
your unique context, language and culture. With professionally qualified
experts in our partner network, we have consistently proven participants'
progress and generated business impact that often delivers an ROI far
exceeding the initial investment.

Our team will be happy to explore the different options with you.

Does This Resonate With You?

Contact us to find out how your organization can benefit from choosing to partner with **GAIA Insights**. We look forward to talking to you.

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About GAIA Insights

GAIA Insights is a virtual boutique firm providing customized leadership development solutions that participants describe as “life-changing”. Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within.

www.gaia-insights.com



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