

Mavis & CO Personal Power Elite! The Art of Influencing Without Authority

Personal Power Elite is a **virtual, ten-week individual experience** for **high-performing leaders in the middle of the organization** who want to enhance their confidence and personal power. Applying proven concepts and approaches, we tailor the work to the leader's interests, needs, and opportunities for impact.

Let us know if you would like us to work with a cohort of your leaders.

Our Focus

There are two kinds of power: positional power and personal power. The first is imbedded in a leader's role and the culture of their organization. The second, *personal power*, is:

The ability to produce an effect without forcing or directing the outcome.

Personal power is based on who we are, how we project our confidence and value, and the relationships and trust we engender with key people who hold positional power.

Who Is Perfect For This Experience

Personal Power is best suited to high-performing leaders facing one or more of the following situations:

- One or more **critical, targeted outcomes** in the next 6-12 months.
- **The need to influence** peers, more senior leaders, or external stakeholders around decisions and/or colleagues.
- **Uncertainty in use personal power** or lack of confidence in their organizational standing.
- **New to a leadership level** and needing to adjust their leadership approach.

Virtual

We will use Zoom or your platform for virtual meetings. Mary and Karen are confident and competent working as virtual coaches.

The Cost

The fee for each learning experience is \$8,000, which includes a \$200 assessment tool.

A cohort or team of 6-8 = \$6,000 per participant.



Mary Mavis has more than 30 years working inside companies and as an external advisor to organizations. She has implemented organizational change and built exceptional talent and team cultures across many industries. Mary takes a strong "outcome" focus to each assignment. Her role as a coach, teacher, and consultant is greatly enhanced by a broad set of tools and frameworks she has created. This new offering brings her work to the critical middle layer of leadership within an organization.

The Process

Personal Power is a focused, individual learning experience. We provide readings, discuss concepts, and coach each leader as they work through and apply each topic to one or two opportunities for impact.

1. **Manager Intake:** We start with conversation with the participant's manager.
2. **Session 1 and 2: Explore** the leader's background, role, interest, and concerns in order to focus and personalize the work.
3. **Session 3-9: Work and Apply Concepts**
 - Personal Strategic Platform—Reputation & Impact
 - Presence—Inside and Outside
 - Understanding Your Own "Wiring"
 - Bringing Curiosity and Discipline to Understanding Others
 - Engendering Trusted Relationships
 - Creating Strategies for Influencing Without Authority
4. **Session 10: Set a "Go-Forward" Plan**

Participants will receive a copy of Mary's new book, *Creating Remarkable Results*.

Karen Kaufman M.S.O. D. has been an executive coach, consultant and keynote speaker for over three decades. She is pioneer in Impression and Relationship Management, *The Kaufman Impression Management System®* is the assessment tool we use in the program. Karen leads sessions on visual presence and presentation styles that establish connection, engagement, and trust.
www.kpartners.com

