

# 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.

### 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.

### 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*.

### The Cost

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

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

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### Meet Your Instructor-Coaches

Each participant will be paired with two instructor-coaches. Both instructors will facilitate the first and last meeting. All other meetings will be with one instructor-coach.

### Mary Mavis or Mary Vila will conduct the sessions on Goals, Personal Strategic Platform, Wiring, and Influencing



**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's role as a coach, teacher, and consultant is greatly enhanced by a broad set of tools and frameworks she has created. She has exceptional skills and experience in helping clients navigate the complexities of people and the drive for remarkable results in their organization.

[www.maviscompany.com](http://www.maviscompany.com) <https://www.linkedin.com/in/marymavis/>



**Mary Vila** has over 30 years' experience leading global teams in startups, mid-sized and large organization in the Pharmaceutical, Biotech and Insurance industries. She is in an independent leadership coaching practice.

Mary's sweet spot is working with mid-to senior leaders in critical roles—leaders who are elevated quickly. Mary has a passion for helping leaders tap into their strengths and uncover what is getting in their way so that they can be the extraordinary leaders that they are capable of being.

<https://www.linkedin.com/in/maryvila/>

### Karen Kaufman or David Grad will conduct sessions on First Impressions, Presence, and Trusted Relationships



**Karen Kaufman** co-founded The Kaufman Partnership with Donald Kaufman in 1985. An executive coach, consultant and keynote speaker specializing in Impression and Relationship Management, she has led more than 1000 seminars and provided more than 20,000 hours of individual consultation and executive coaching over four decades. Participants utilize the Kaufman Impression Management System® in the program.

Karen's expertise includes executive presence and presentation, organizational dynamics, leadership acceleration and organizational transformation.

[www.kpartners.com](http://www.kpartners.com) <https://www.linkedin.com/in/karendkaufman/>



**David Grad** brings the skills of a strategic communication consultant, executive producer, actor and corporate leader to his work as a facilitator and coach.

Trained to leverage the Kaufman Impression Management System® and Brain-Based Conversation Skills. His multidisciplinary training and over 25 years of professional experience have provided him with diverse perspectives on the many dynamic elements needed to strengthen leadership presence, communicate effectively, and fully embody the role of a leader. He is certified Brain-Based Coach from the NeuroLeadership Institute,

[www.kpartners.com](http://www.kpartners.com) <https://www.linkedin.com/in/davidgrad/>