

THE REALITY-BASED LEADERSHIP PHILOSOPHY

CERTIFICATION PROGRAM DESCRIPTION

We are certainly in challenging times in our business world today. We have been in challenging times in the past and we will be faced with challenging times again at some point in the future. Here's the reality check - The fact that times are challenging is not the source of our pain. **The source of our pain is the absence of great leadership and employee performance based in reality.**

We must become willing to admit that our way of leading is simply not working – not creating the results or the quality of life that we would like. **These times are calling for a new type of leader.** We need leaders who are willing and able to recreate mindsets-their own and the mindsets of others - in order to change circumstances and lead in a new and revolutionary way.

The revolution begins with a few good leaders practicing the Reality-Based Leadership Philosophy. A Reality-Based Leader (and employee) is one who is able to quickly see and graciously accept the reality of the situation, conserve precious team energy, and use that energy instead to impact reality. Better yet, a great Reality-Based Leader **anticipates the upcoming changes and capitalizes on the opportunity inherent in the situation without drama or defense.**

In this session, Certified Professionals will uncover the commonly held, yet limiting beliefs that **unlock true happiness and performance at work** – both leaders and employees. The core Reality-Based Leadership Philosophy frees people from conventional ways of thinking; **To help people see that happiness is a choice and suffering is optional.**

As a Reality-Based Leadership Philosophy Certified Professional you will learn the tools and **techniques to be the voice that interrupts thinking, reveals the truth and settles the mind.** You will learn, and be able to teach others, the great mental process that eliminate drama and restore sanity to the workplace and worldplace.

Obtaining certification enhances the capability of an organization to embed and sustain the Reality-Based Leadership Philosophy throughout their organization to cultivate happiness, reduce drama and achieve amazing results. The certified Reality-Based Leadership Professional (RBLP) will be able to:

- Support daily practices, immediate application and light a new path for leaders within the facilitator's organization.
- Bring the message to the workplace that transforms lives in the worldplace.
- Truly call people up to fulfilling their missions at work and their mission in life.
- Provide the safe place and a sane voice that provides tools that actually work and their organization's employees and leaders can actually use – today.
- Provide their organization with counter-intuitive and researched based, unique content and insights to reduce the emotional waste and improve bottom-line results.
- Challenge conventional wisdom and re-define the role a leader and the work of HR.
- Learn, live and teach evidence-based social psychology and behavioral economics principles that cultivate happiness leading to better results and success in their organizations.

The core "Cychology" principles are the foundation of the philosophy and certified professionals will learn how to apply and cultivate them in employees and leaders. Reality-Based employees and leaders:

- Refuse to argue with reality
- Greet change with a simple "good to know."

- Value action over opinion.
- Work with the willing.
- Lead first, manage second.
- Call employees to greatness so that they can succeed, regardless of the circumstances
- Get neutral and uncover the simple truth in any situation
- Work to be “happy” rather than to be “right.”
- Ask great questions to bypass the ego and turn self-reflection into action
- Say “yes” to what’s next

General Learning Objectives

This course, inclusive of intensive pre-work and two days of classroom led training and “teachbacks” will provide the Reality-Based Leadership Professional with the tools and resources he or she needs to create a transformation in their workplace using the Reality-Based tools, training, coaching and virtual resources. Additionally, deep insight into the social psychology and behavioral economics drivers behind the philosophy will be explained. Upon successfully completing certification you will:

- Develop and utilize metrics to evaluate leadership’s contributions to the achievement of the organization's strategic goals and objectives.
- Identify the reasons the current leadership model is failing
- Understand the principles of Reality-Based Leadership & Rules Philosophies
- Learn how to apply the principles to your work place and in your coaching opportunities
- Provide professionals with an innovative and revolutionary new look at their roles in the organization.
- Re-evaluate the work leaders have done to date in their companies so that they can transform their tools, programs, and philosophies into ones that actually work and that leaders will actually use.