



A Comprehensive Leadership Development Program without leaving your office.

Glowan's leading edge L3 Leadership Development Program is now offered on the web.

A series of five live webinars supplemented by applied learning assignments, E-tips and telephone coaching sessions brings it all right into your office.

"Whatever your position, if you influence change in the lives of others, you are engaged in an act of leadership."

And if you are a leader in any sense, you are creating a legacy as you strive to make a difference for your business and the people you lead and/or manage

Your legacy is the sum total of the difference you make in people's lives, directly and indirectly, formally and informally."

*Marc Michaelson & John Anderson
Principals of the Glowan Consulting Group*

Leaders and managers seeking a personalized leadership development program that focuses on total life mastery, cultivating collaborative advantage and creating a best place to work with high level performance and engagement, no longer need to leave the office thanks to our new **Web-based L3 Leadership Learning System.**

Divided in three phases, the program includes Phase One: 360 Feedback/Feedforward, An Emotional Intelligence Profile, and a DISC Behavioral Assessment. Phase Two: Five live webinars with archival recording, tele-coaching for applied learning, weekly e-tips and a personal leadership development plan.

The L3 Leadership Learning System is designed around three "Ls":

L1: Work/Life Integration & Personal Mastery by improving key areas of life including Emotional Intelligence, Career Navigation, Family, Social Networks, Financial, and Life Long Learning, with the ultimate goal of personal mastery and self-leadership.

L2: Cultivating Collaborative Advantage in and between work groups and organizations. Fostering the performance, productivity and innovation required in today's ever evolving global workplace

L3: Leading others to develop the "best place to work" culture for a work team, department or company. A culture of high engagement and performance.





Program Details



L3 Leadership Learning Online provided me with the awareness, skills, and tools to be a better leader. The webinars, learning tools and coaching were customized for my needs and circumstances.

Howard Kantor
Mark Monitor
San Francisco, California USA

The program is designed in five sections with one topic covered every three weeks.

Topic One: Introduction To L3 Leadership Learning: Determining Your Leadership State of Being.

Topic Two: L1 Total Life Leadership: Exploration of your personal mastery including emotional intelligence, work-life integration, stress and change management skills enhancements.

Topic Three: L2 Cultivating Collaborative Advantage: Developing your ability to build strong partnerships and alliances inside and outside your organization.

Topic Four: L3 Creating The Best Place To Work: How to create a culture of high performance, engagement and continuous learning within your team, department and/or organization.

Topic Five: Your Personal Leadership Learning Plan: A detailed plan for continuous learning will be defined and developed. The plan will be presented to your direct manager to enlist support and resources for ongoing development. The personal leadership plan phase also includes one-to-one coaching for 60 days post program.

Each topic module provides the following: 1.25 hr Tele-seminar with recorded archive for reference. One tele-coaching session, unlimited email access to Glowan Coaches. Weekly E-Tips, applied learning assignment aligned to topics.

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