

# Built for the pressure your leaders are actually under.

Most leadership development was designed for a stable world. Your leaders aren't living in one. SparkEffect builds leaders who perform when it matters most.

## THE PROBLEM

### Why most development doesn't stick

Disruption is ongoing — not episodic. Trust erodes faster under pressure than it builds. And your leaders have **less time for development than ever**. What they need isn't more content. They need development that shifts how they think and operate — so behavior change holds when it's hardest.

## THE DIFFERENCE

### Facilitated development that actually changes behavior

SparkEffect Leadership is **research-backed, expert-facilitated development** in compact 2-hour modules. Built to generate real insight, reset leadership behavior, and translate directly into how your leaders show up under pressure. Not a content library. Not AI-driven microlearning. A facilitated experience that sticks.

SIX COMPETENCY-BASED PROGRAMS · 16 MODULES · NO PREREQUISITES · START ANYWHERE

## Choose the capability that matters most right now

<p><b>Foundations of Leadership</b></p> <p>Self-awareness, mindset, and behavioral grounding to lead with clarity under pressure</p>	<p><b>Communication</b></p> <p>Clarity, confidence, and intention in high-stakes, pressure-filled conversations</p>	<p><b>Influencing Others</b></p> <p>Aligning stakeholders and moving work forward without relying on authority</p>
<p><b>Building High-Performing Teams</b></p> <p>Alignment, collaboration, and accountability that holds under disruption</p>	<p><b>Leading Change</b></p> <p>Leading people through uncertainty without losing trust or momentum</p>	<p><b>Strategic Thinking</b></p> <p>Connecting enterprise strategy to execution in dynamic environments</p>

► **Prefer to build your own? Design a custom journey.** Organizations can mix and match from all 16 modules to build a journey tailored to their leadership population, culture, and priorities. **No locked programs. No prerequisites. Start anywhere.** Our team will help you design the right combination.

## HOW IT WORKS

### Every session follows the same four-stage model

Learn	Practice	Reflect	Sustain
Research-backed frameworks in facilitated community	Applied to real challenges, not hypothetical scenarios	The stage most programs skip — examining how leaders actually think	Optional coaching keeps behavior change moving between sessions

## MEET THE ARCHITECT

### Built on 30+ years of field-tested expertise

#### Richard Mirabile, Ph.D.

- Guest Fellow, Center for Leadership Development, Stanford Graduate School of Business
- Senior Partner, Leadership Consulting Practice, Heidrick & Struggles
- Founder & CEO, Success Factor Systems (now SAP SuccessFactors)
- Assistant Professor, Purdue University

Proprietary frameworks and assessments no content library can replicate.

## DELIVERY OPTIONS

### Three ways to deploy across your organization

- **SparkEffect Facilitates** — Richard Mirabile, Ph.D. or certified facilitators. Virtual (8–25) or in-person (8–50).
- **Train-the-Trainer** — Certify internal facilitators to scale delivery across your organization.
- **Start with a Pilot** — 3 SparkEffect facilitated modules, up to 20 participants, clear outcomes, and a path to scale.