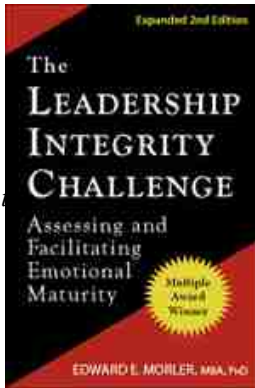




Executive Development

Facilitators: Kathy Eckles, M.A. and Edward Morler, MBA, Ph.D.,
co-authors of *The Executive's Guide: How to Develop Emotional Maturity and Integrity*
in cooperation with Morler International www.morler.com



Leadership Integrity Series

“Leaders must move beyond a quarterly mentality and compliance focus to *actually developing environments of emotional maturity and integrity*. This is where real empowerment and sustainable bottom-line success lie. It is the only place where everyone truly wins.”

Edward Morler, MBA., Ph.D. Author of *The Leadership Integrity Challenge*

Producing a sustainable positive bottom line and culture of courage and excellence takes outstanding business skills and emotional maturity. **To assist and inspire people**, we must **understand people**, what drives their behavior, and be willing and able to **facilitate** the growth of both their **professional skills** and **emotional maturity**.

Our work is to assist senior and mid-level leaders to **master the core competencies of human dynamics** so they can more fully live, model, and facilitate higher levels of emotional maturity and integrity in all endeavors. We do this through **executive training** and **coaching** specializing in the **impact of emotional maturity and integrity** on interpersonal effectiveness, organizational dynamics, leadership and change.

The underlying **principles and processes** involved are presented in *The Leadership Integrity Challenge: Assessing and Facilitating Emotional Maturity*. Based on this material a range of custom courses and programs are available tailored to your organization's unique needs. Programs range from one three day workshops to multi-day certification programs.

CUSTOM COURSES

- Sales and Negotiations
- Presentation Skills
- Communication and Coaching
- Emotions and the Six Levels of Emotional Maturity
- Understanding Personality Drives— Leadership and Organizational Aspects
- Facilitating Emotional Maturity Across Personality Drives

CERTIFICATE OF PROFESSIONAL DEVELOPMENT— LEADERSHIP INTEGRITY

Leaders are facilitated in their own growth as they learn the foundations of human dynamics, emotional intelligence, emotional maturity, personality drives, communication and coaching, and **develop skills** to:

- Facilitate Individuals to Empower Themselves
- Communicate Openly
- Resolve Limiting Beliefs and Patterns
- Assess and Facilitate Emotional Maturity and Integrity
- Facilitate Emotional Maturity Across Personality Drives and the Six Levels of Emotional Maturity

THIS ADVANCES YOUR ORGANIZATION'S ABILITY TO:

- Hire and develop 'A' team leaders
- Execute high quality leadership development, interpersonal relations, sales and negotiations
- Facilitate real change
- Expand productivity and morale
- Decrease turnover
- Increase margins, profitability and sustainability

LEARNING FORMAT

This **experiential course** includes **five days** (in one to five day modules within six months) of didactic training, stories, demonstrations, practice in small groups using your **real-time issues**, and group discussion, plus **pre-work and post course support**.



You will receive a copy of Dr. Morler's multiple award winning book, *The Leadership Integrity Challenge* and the associated experiential learning guide *The Executive's Guide: How to Develop Emotional Maturity and Integrity* by Kathy Eckles, M.A. and Edward Morler, MBA, Ph.D.

LEARNING OUTCOMES

Participants completing the entire five day course will receive a *Certificate of Professional Development* indicating their participation in intensive study designed to teach the following skills. These outcomes will vary based on each group's preferred course design.

Facilitate Individuals to Empower Themselves

- Recognize Emotional Maturity and Integrity
- Identify Obstacles to Change
- Discover Positive Self Image
- Clarify and appropriately align personal, professional and organizational goals

Communicate Openly

- Develop 'presence'
- View situations from both an immediate and larger perspective
- Respond versus react
- Listen
- Acknowledge
- Probe In-Depth
- Develop a Consultative Relationship
- Dialogue vs. Discuss
- Lessen Repressed Communication

Resolve Limiting Beliefs and Patterns of Behavior

- Recognize when you're in a limiting belief or pattern of behavior
- Discover and resolve the *cause* of resistance
- Learn the lessons embedded in the experience

Assess and Facilitate Emotional Maturity and Integrity

- Understand your own emotional level
- Discern subtle differences between levels
- Differentiate 'home base' emotional states vs. acute emotional states
- Recognize optimal ways of interacting with self and others at each level of maturity
- Raise a person's emotional state
- Facilitate the growth of your own and other's emotional maturity
- Coach using integrity-based communication skills

Understand the Dynamics of Personality

- Recognize the nine basic personality drives
- Facilitate the movement from deterioration to integration
- Integrate personality drives with the Six Levels of Maturity

DESIGN, DURATION, COST

Developing underlying core competencies of assessing and facilitating emotional maturity and thus integrity are always the priority and the foundation for all functional skills programs (sales, negotiation, leadership development or some combination). Functional skill application program duration depends on the organizations needs and parameters. Fees correspondingly reflect these factors.

OUR UNCONDITIONAL GUARANTEE

We design all programs to: address underlying needs; maximize return on investment and deliver positive, sustainable results, financially, personally and interpersonally. Facilitating increased emotional maturity, expands integrity and positively impacts interpersonal and organizational effectiveness. If you, the client, are not fully satisfied, with the results of our program, as judged by your own standards, any fees paid will be refunded immediately upon request

CONTACT

Kathy Eckles, Founder

Kathy Eckles & Co., LLC

21 Friend St., Gloucester, MA 01930

Ph: 978-943-1491 Kathy@KathyEckles.com www.KathyEckles.com

Edward Morler, Founder

Morler International

1140 Brockman Lane, Sonoma, CA 95476

Ph: 707-935-7797 Fax: 707-935-3642 Ed@Morler.com www.Morler.com