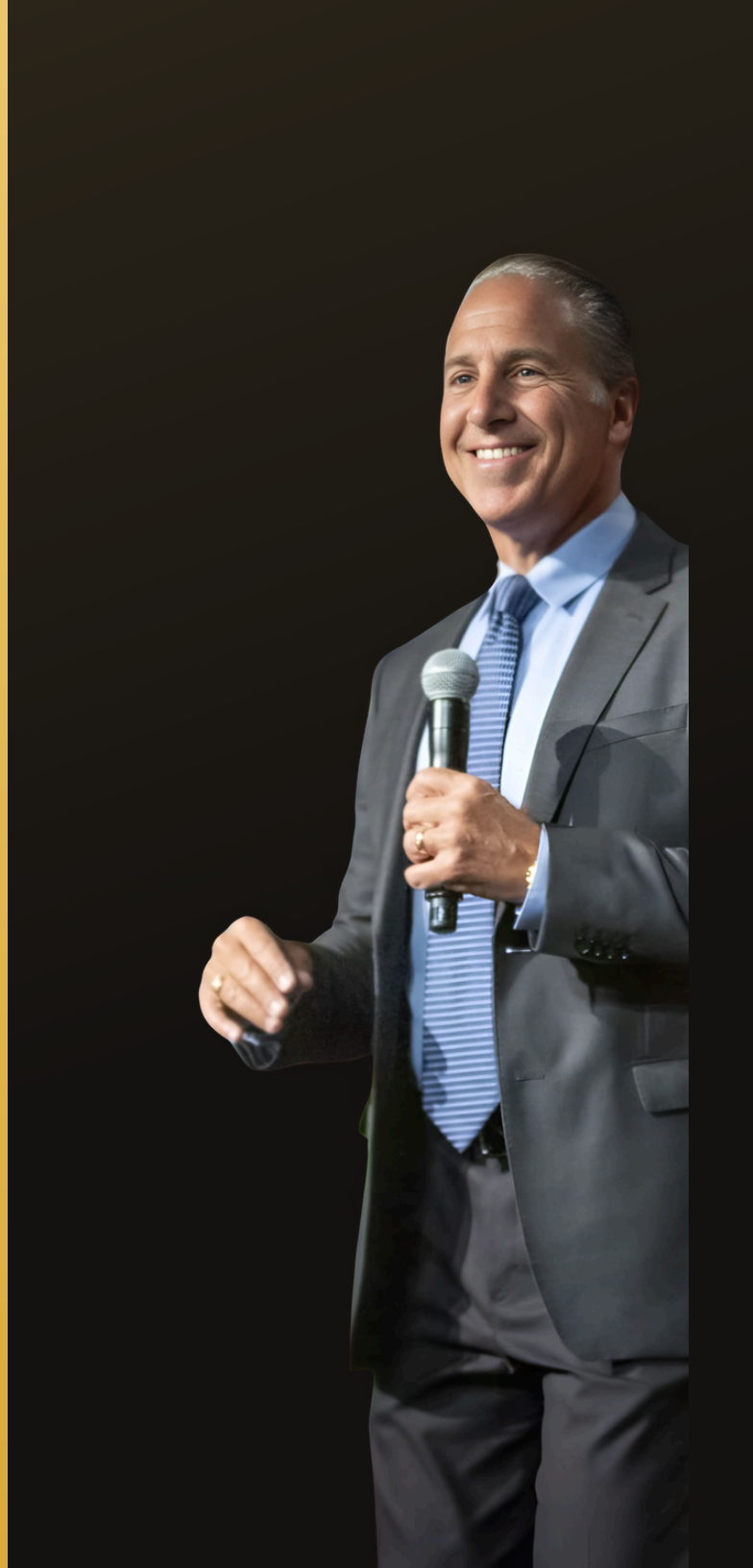
PROPOSAL · RICH BRUNO CONSULTING

Next Level Leadership *Development*

Empowering your future by investing in your leaders

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EXECUTIVE SUMMARY

The Program at a Glance

01

A personal development engagement to empower your *Executive Leadership Team*, focusing on self-awareness, accountability and organizational alignment.

8–12
Leaders per cohort, identified with the ELT

9
Months across three phases

1 : 1
Monthly individual coaching, plus monthly group sessions

1
Personalized development plan per leader

Organization Benefits

- A high-touch program with ongoing ELT engagement and visibility
- Stronger leaders with sharper focus, accountability, and influence
- Leadership alignment and cohesion across the team and organization
- Retention of key talent during periods of change and rapid growth

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WHY IT MATTERS

Key Benefits & Outcomes

02

LEADERSHIP SKILLS WE BUILD

1. **Engagement, Communication & Influence**
   Clear messages, strong buy-in, earned trust.

2. **Performance Management & Accountability**
   Clear expectations and consistent follow-through.

3. **A Culture Where People Thrive**
   An environment that attracts and retains top talent.

4. **Developing Future Talent**
   Building the bench and succession pipeline.

5. **Prioritization & Goal Focus**
   Time and energy aimed towards what moves results.

6. **Delegation & Empowerment**
   Leaders who multiply capacity, not bottlenecks.

BUSINESS OUTCOMES

Measurable Results
Pre and post-engagement surveys to align goals and ensure engagement buy-in.

Talent Retention
Key leaders developed and retained during periods of change and rapid growth.

Leadership Alignment
Shared accountability with a focus on team and organization mission.

→ **The lasting deliverable:** a personalized leadership development plan, authored by each participant with coach support, aligned with organizational goals and mission.

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PROGRAM CURRICULUM

Four Pillars: a Tailored Approach

03

We select skill-areas best suited for ELT participants.

PERSONAL MASTERY

Leading Self

1

- **Emotional Intelligence:** self-awareness, empathy, adaptability
- **Decision-Making & Judgment:** balancing data with intuition
- **Time Management:** focusing on the important
- **Vulnerability & Accountability:** learning from failure, owning results
- **Well-Balanced Leadership** for total fulfillment

PEOPLE & CULTURE

Leading Others

2

- **Communication & Influence:** clarity, inspiration, earning trust
- **Talent Development & Coaching:** feedback, right people in right roles, succession
- **Collaboration:** breaking silos, leveraging networks
- **Delegation & Empowerment:** involving others and learning to trust

TOP LEADERSHIP SKILLS THAT DRIVE BUSINESS RESULTS

AGILITY & TRANSFORMATION

Leading Change

3

- **Change Leadership:** guiding teams through uncertainty
- **Innovation & Agility:** new ideas, adapting to disruption
- **Cultural Stewardship:** values, inclusion, belonging

STRATEGY & EXECUTION

Leading the Business

4

- **Strategic Thinking & Vision:** setting direction, anticipating needs
- **Execution & Performance Management:** aligning goals, driving measurable results

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PROGRAM PHASES

Project Roadmap

04

DISCOVERY
PHASE 1 – MONTH 1

- Define current state and align objectives
- Identify leadership themes that shape the curriculum

DEVELOPMENT
PHASE 2 – MONTH 2

- Facilitate pre-engagement surveys
- Introductory 1:1 “meet & greet” with each leader
- Share final curriculum and cadence

IMPLEMENTATION
PHASE 3 – MONTHS 3–9

60 min / mo
Group session for the full cohort

45 min / mo
One-on-one coaching with each leader

2×
ELT progress updates

1 per leader
Final session with leader and manager to measure progress

SUSTAINABILITY
BEYOND MONTH 9

Optional 3-month extension
Continued executive coaching support

Year Two · Plan in action
Participant and manager execute the plan; optional coaching

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How Success Is Achieved

One-on-one and group coaching, anchored to organizational and group defined goals and objectives: measured from start to finish.

1

Align on Outcomes

Agree measurable goals with the leadership team

2

Baseline

“Pre” survey for each participant

3

Coach

Interactive group sessions and individual action plans

4

Build the Plan

Participant-authored development plan, coach-supported

5

Measure & Commit

“Post” survey and a joint leader–participant commitment

Blended Coaching

Group sessions build shared language and peer learning; 1:1s turn it into individual action.

ELT Touch Points

Periodic reviews keep leadership informed and flag where additional support is needed.

Follow-Through

Commitment to ongoing execution of plan structure.

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YOUR COACH

Rich Bruno



A rare blend of Fortune 50 operating leadership, entrepreneurial success, and certified coaching — Rich combines people development with business acumen to make an impact on growth-minded organizations.

30+ yrs
Fortune 50 Leadership
Leadership across Kraft Heinz, Procter & Gamble, and Johnson & Johnson; recognized as a servant leader.

3
Franchise Units Built & Exited
Multi-unit owner 2013–2024; started, scaled, and profitably exited three businesses, seven years alongside his corporate role.

2019
Certified John Maxwell Coach
Coach, speaker, and trainer with 1:1 and group leadership coaching experience.

★
Recognized Leader
Top performer in his franchise network and Chamber of Commerce "Business Leader of the Year."

> *"Give more than you get, make a meaningful impact on others, and treat challenges as opportunities."*

Let's build your next level of leaders.

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