



Becoming a More Conscious Leader

Onboarding Guide



Program Overview

Becoming a More Conscious Leader combines a core group of Aileron leadership courses with the support of Peer Groups and the guidance of Leadership Coaching to empower self-awareness and personal transformation. Through analyzing the way you lead and learning how to approach your role with intentionality, you'll show up at work, at home, and in life with more energy, passion, creativity, and satisfaction than ever before.

Program Components

Becoming a More Conscious Leader is made of 19 sessions:

- **8 full-day workshops:** Aileron courses that empower you to explore new ways of being, investigate your unique leadership style, and grow yourself and your business
- **7 virtual Peer Group meetings:** Collaborative sessions that help you grow closer with your cohort, learn from each other, and grow together
- **4 Leadership Coaching sessions:** One-on-one time with your personal Coach to work on your most important goals
- **Ongoing Accountability Partner meetings:** Time for you and a peer to meet regularly and talk through program topics more personally



Program Outcomes

Becoming a More Conscious Leader is designed to empower self-awareness and improvement. You'll experience shifts in your thoughts, patterns, and behaviors throughout the program and after each of the program's 19 sessions, and at the program's close, you'll be equipped with a new set of skills and tools, including:

- Increased awareness and intentionality in leadership
- Ability to define and deliver on how you want to show up as a leader
- Coaching skills to use with your team
- Improved leadership skills, including: asking empowering questions, clarifying, listening, self-managing, decision making, working with others, leading teams, suspending judgement, and being curious
- More energy, creativity, productivity, and personal fulfillment

Session Types

Type	Quantity	Length	Description
Workshop	8	7 hours, including lunch	<ul style="list-style-type: none"> • Facilitator lead • Up to 24 participants
Peer Group	7	90 minutes	<ul style="list-style-type: none"> • Facilitator lead • 5-12 participants • Seven online live sessions
Leadership Coaching	4	45 minutes	<ul style="list-style-type: none"> • One-on-one time with your Leadership Coach to work toward your most important goals • Scheduled by participant as needed • Topic varies based on your needs
Accountability Partner	Unlimited	60 minutes	<ul style="list-style-type: none"> • Self-led by each partner pair • Scheduled by partners* • Aileron will provide recommended framework and partners can modify as needed <p>*Recommended every other week at a recurring, regular time</p>

Virtual Peer Groups

Virtual Peer Groups are designed to allow you to go deeper on topics covered in workshops. This resource provides you with an opportunity to learn from your peers' experiences as you apply and work toward conscious leadership in your everyday lives.

Each 90-minute Peer Group is led by your Aileron Facilitator via Zoom (see Program FAQs for details). Although the facilitator will help get you started, these are not presentation-style meetings; you will participate in group coaching and sharing with your peers as you dive deeper into the content you learned in the previous workshop.



Virtual Peer Group FAQs

How will I get to the virtual meeting?

You will receive a calendar invitation that will include a link to the Zoom meeting.

What if I can't make my scheduled Peer Group?

If you can make the other Peer Group's scheduled time, contact customerservice@aileron.org to see if you can switch groups for that session. With your group's permission, your facilitator may be able to record and share the Peer Group session with you.

What will each Peer Group session cover?

Each Peer Group session will refresh what you learned in the previous workshop and allow you to practice some of its best practices.

Who will be in my Peer Group?

Your Aileron Facilitator and roughly half of the peers from your program.

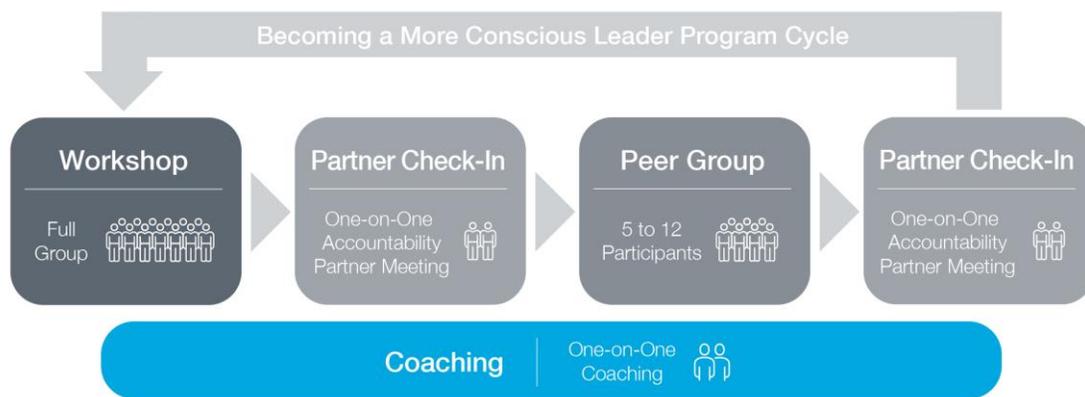
When are my Peer Group sessions?

You can find all the scheduled dates on the first page of this packet. You will also receive a calendar invitation from Aileron for each 90-minute Peer Group.

Leadership Coaching

Working with a Leadership Coach is an opportunity to dive even deeper into conscious leadership. During your four sessions, you will be stretched and challenged in many ways as this time is 100% focused on you and your most important goals. Time with your Leadership Coach is a safe space to process situations without judgement, bound by a code of ethics to keep what you talk about with your Coach confidential.

Your Leadership Coaching sessions will be one-on-one over the phone or via Zoom, lasting around 45 minutes. You can use this time to process a situation, work through an issue, or continue to explore topics discussed in the workshop. Some example topics might be: digging deeper into your energy level assessment, learning more about your GAILs and what's holding you back, or understanding your values. No matter what your goal is for the program, your Coach can help support you.



Leadership Coaching FAQs

Who is my Leadership Coach?

You will receive an email from your Coach after the first workshop. If you do not receive an email from your coach, please let your event manager know.

When should I go to my Leadership Coach vs. my Accountability Partner?

Your Leadership Coach is professionally trained and certified to help you reach your goals and is well-versed in the content you'll learn in the program. You'll get four leadership coaching sessions with the program. Your Accountability Partner is a peer on the same journey as you, and is a great resource for practicing what you are learning, holding each other accountable, and sharing your progress.

How do I purchase more coaching sessions?

Talk with your Coach about what you are looking for, and they can help you determine the best custom package for your needs. You can then purchase on our registration site.

Can I switch coaches?

It's most impactful to work with one coach so you can build a relationship and make progress toward your goals. If you are feeling like your assigned Coach isn't a fit, first try providing feedback. We view your feedback as a gift and are always looking for opportunities to grow. If you'd still like to try another coach or switch for another reason, let your event manager know.

How do I schedule time with my coach?

Your coach will provide instructions on how to schedule time with them in their introductory email. If at any time you need to reschedule, please work directly with your Coach to find a time that is more convenient.

Accountability Partners

Accountability Partners allow you to meet one-on-one with a peer in your program to drive your individual goal setting and development. Meeting with your Accountability Partner allows you to work on yourself, track your progress, and learn from each other's experiences.



In order to benefit from this resource, we suggest Accountability Partners meet every two weeks for one hour. These meetings can be held via phone, Zoom or your preferred web conferencing platform, or in person.

To make the most of your meetings, we encourage the following:

- Set your expectations early; discuss how often you'll meet and what you hope to achieve.
- Use the tools and skills you've learned in workshops and Peer Group sessions during these meetings as you support each other.
- Hold each other accountable to next steps or action items you've developed in the past.
- Reflect on your individual progress and how you are using what you are learning.
- Help your partner identify and meet their leadership goals by using skills you've learned in workshops and your Peer Group.

To accomplish the goal of these meetings and take part in the activities laid out above, please take these best practices into account while interacting with your partner:

- Suspend judgement
- Ask open ended questions
- Allow your partner to come up with their own plans and next steps that are right for them

Accountability Partner FAQs

How is my Accountability Partner determined?

Aileron randomly assigns Accountability Partners prior to the first workshop.

How long will I be with my partner?

You will be paired with your Accountability Partner for the entire program.

What if I want to change Accountability Partners?

We encourage you to first have a courageous conversation with your partner to share feedback and see if you can resolve the issues together. If you'd still like a new partner after your conversation, please reach out to your event manager.

What if I want to meet with an additional person?

A valuable part of this program is learning from others. If you want to connect with others outside of your Accountability Partner, you are more than welcome to arrange that on your own.

Program FAQs

What happens if I'm not receiving emails from Aileron?

To ensure you are receiving our communications, please add us to your safe senders list, or whitelist.

What happens if I can't make it to a workshop?

Please contact your event manager to find if there is a workshop that better fits your schedule. Please note that some workshops may not be available based on timing.

Do I have to take all eight workshops?

No one will be monitoring your attendance, but you'll get out of it what you put into it. For maximum impact and ability to lead change, we recommend participating in all the sessions.

Do I have to take the workshops in order?

Workshops are scheduled in a certain sequence because they do build on each other. However, if you have to miss a workshop, you may be able to reschedule.

How long is the program?

Typically the program takes about 16 months to complete, with a workshop scheduled every other month.

Does coaching that's included with Becoming a More Conscious Leader have to happen while in the program?

Yes. You can schedule sessions and use them anytime, but they must be completed by Launch.

How do I use Zoom?

Zoom is an interactive videoconferencing platform used for all of Aileron's virtual Peer Groups*. Follow these simple steps to download and get started with Zoom!

- 1) Visit <https://zoom.us/> and select the blue "Sign Up, It's Free" button.
- 2) Enter in your email and click "Sign Up" (make sure to agree to the privacy policy and terms of service).
- 3) A confirmation email will be sent directly to your email address, where you will then be able to click "Activate Account".
- 4) After your account is activated, you will be re-directed to the Zoom website, where you will be free to join meetings and even schedule your own!

**Please note that your virtual Peer Group meetings are pre-scheduled, and those meeting links will be sent to you via pre-event email and calendar invite. Once you download Zoom, joining a meeting is as simple as clicking on the provided URL link!*