



LEAP

Leadership **E**mergence & **A**cceleration **P**rogram

A pioneering leadership program for momentous shifts

What is LEAP?

- **The Leadership Emergence & Acceleration Program - LEAP - fosters sustainable transformation of individual and collective leadership, powered by enhanced relationships.**
- **LEAP is a system-driven approach designed to address the needs of leaders and teams in today's uniquely challenging environment.**
- **LEAP is for organizations, teams and leaders that**
 - Aspire to shift their leadership culture towards increased performance and effectiveness.
 - Want to take advantage of their system's intelligence.
 - Need to be equipped to successfully deal with major transformations.
 - Are attracted by a cutting-edge approach.

When is LEAP right for you?

- When you encounter an unexpected situation, unlike any you faced before.
- When you want to undertake a major transformation.
- When you are on the cusp of a significant change.
- When you are stuck, or cannot overcome an obstacle.
- When you tried everything else, without success.

When standard leadership development programs are not enough anymore



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Why LEAP? Why now?

- The world is becoming more volatile, uncertain, complex, and ambiguous across many dimensions: geopolitical; climatic; economic; and societal.
- The frequency of new challenges is accelerating.
- Leaders must adapt to new realities and new perspectives.
- Standard leadership development programs have reached their limits.

LEAP is a system-driven approach – the next level of leadership development



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What's a System-Driven Approach ?

System Definition

Regularly interacting, and interdependent, groups of individuals with a common focus or identity. A system forms a unified whole, which is more than the sum of the parts.

System-Driven Approach

A technique to address a current reality by focusing on the system – as a whole, but also on the relationships among the individuals within the system. In other words, leadership is shared across the system.

Principles

- Everyone belongs to multiple complex systems of relationships.
- Systems are living entities that constantly evolve.
- Each system has its own identity and culture.
- All individual opinions, behaviors, and beliefs belong to the system.
- While transformations can be destabilizing, by nature systems seek to recover their own balance.
- A system's growth will never exceed the growth of its leader.
- Relationships are the catalyst for the leadership and system changes that are required to address new complexities.

Outcomes for Leaders and Teams

- **LEAP can help leaders and teams achieve:**
 - Greater comprehension of self and system modus operandi.
 - Enhanced awareness of blind spots, self-deceptions, and fears.
 - New behaviors and mindsets.
 - Renewed energy to fast-forward change.
 - Readiness to engage with new complexities.

Upgraded leadership effectiveness and performance



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A Science-based Learning Experience

Learning Experience

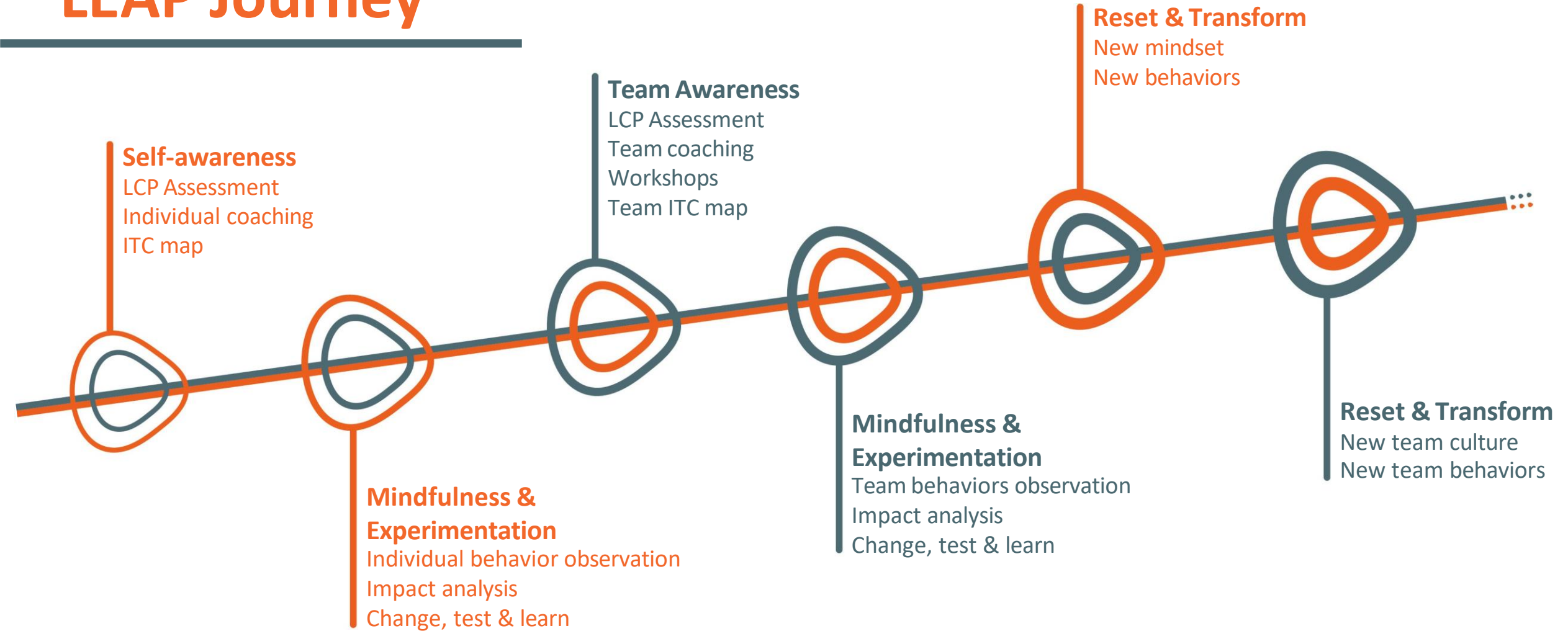
- Focus on one big thing at a time.
- Stimulating experience.
- Synchronized individual and collective growth.
- Experiential approach.
- Vicarious learning.
- System emergence.
- Self-reflection.

Scientific Background

- Leadership Circle Profile® (LCP) 360° assessment* and debrief.
- Immunity to Change™ (ITC) method.
- Adult Development Theory applied.
- Neuroscience techniques.
- Peer mentoring.
- Reflective work.

* Leadership Circle® Profile 360° is our recommended tool as it integrates with our overall method. We are open to consider pre-existing 360° assessments upon request

LEAP Journey



Individual Journey
Team Journey

ITC: Immunity To Change
LCP: Leadership Circle Profile

Who is this for?

- **For organizations, teams and leaders who**
 - Aspire to shift their leadership culture towards increased performance and effectiveness.
 - Want to take advantage of the system's intelligence.
 - Need to be equipped to successfully deal with major transformations.
 - Are enticed by a cutting-edge approach.



LEAP – Program Details

Overview

- 8 individual sessions (9h)
- 8 team sessions (20h), incl. 4 in-person
- Minimum 6 months
- One individual LCP assessment/participant
- One individual ITC map/participant
- One team LCP assessment
- One team ITC map

Format

- In-person for main team sessions
- Online via Zoom for individual and other team sessions

Offer

- Team size: 5-18 people
- Fee €13,000 (excl. tax)/participant

Language

- English and French

Other LEAP Programs We Offer

Individual program

- 10 sessions (10h)
- 4 months
- One LCP assessment
- One ITC map
- Fee 6600 € (excl. tax)

Group program

- 4 individual sessions (3h)
- 7 group sessions (14h), incl. 5 sessions in triads
- 5 months
- One individual LCP assessment
- One individual ITC map Cohort
- size 6-18 people
- Fee 7000€ (excl. tax)/participant

*This program includes individuals, independant from each other, who have similar needs and personalized objectives.

Format

- Online via Zoom for individual or group sessions

Language

- English and French

The LEAP Leadership Team

Véronique Bogliolo Friedman and **Karine Guibert** are bold, enthusiastic leaders who take on any challenge with pragmatism and determination.

With a Franco-American entrepreneurial culture, Karine and Véronique have more than 40 years of experience between them in Fortune 500 companies, leading development and transformation projects in an international context.

Karine and Véronique draw their energy and know-how from their diverse experiences in different functions, cultures, and industries, and from their U.S.-based training in leadership and system-driven coaching.

With curiosity and integrity, they support leaders and teams who are eager to up their game and achieve sustainable transformation.



Program Directors and Coaches

Karine Guibert, CPCC, PCC, MBA

18+ years experience in consulting companies and NGOs, leading major transformation projects. Change Management, Organization Development and Human Resources professional. ICF-PCC certified coach, with 1500+ hours across 300+ clients, individuals and teams. Transformational Leadership coach and facilitator, and team dynamics expert. Studied, worked and lived for 10 years in the USA. Native of France. A tennis player and marathon runner, Karine loves being in nature, writing and cooking.

Véronique Bogliolo Friedman, CPCC, PCC, Master's

25+ years experience in the consumer goods industry, heading global functions in a Fortune 500 company. Professional experience in Strategy and Planning, Innovation, Consumer-centricity, Marketing, Sales, and Finance. ICF-PCC certified neuro-transformational coach, with 1000+ hours across 70+ coaching clients, individuals and teams. Transformational Leadership coach and facilitator, and team dynamics expert. Worked and lived in the USA, Switzerland, France, Spain, Italy, Lebanon, and Senegal. Loves the arts, Broadway shows and opera, hiking in the mountains, and walking her dog in New York City.

What clients say

“Working with Véronique as a coach has been an amazing journey! During the last year and a half, I became a bigger person thanks to her.

She helped me becoming more self-aware of my strengths and opportunities, and she guided me to leverage them, exhibiting much empathy and patience. I started this journey thinking only to improve and grow at a professional level, and I ended up finding my true self through her brilliant and empowering guidance. Every session, individual or with the team, was a thriving adventure which she made pleasant, enjoyable, and easy learn from it. I was able to discover a lot about myself, without even noticing, because she never lost focus of the end goal. She understood what I could accomplished and took me there deliberately and respectfully.”

It has been a real pleasure and an eye-opening experience to have Véronique as a coach.

**Mariana S., Manager Consumer Insights & Analytics Latin America
Philip Morris International
Mexico DF, Mexico**

“I had put together a new Finance Leadership Team in place in the summer of 2020 and, due to COVID, we had never met. Despite all our efforts in digital, inefficiency and misunderstanding were beginning to be felt, which was frustrating. [...] I was looking for the right coaching approach, and an English colleague recommended Karine to me as he had appreciated her method and her ease in international context and in English.

The experience proved to be great and beyond expectations for all of us. [...] Everyone realized that we all, and not just the manager, had a role to play in sharing views, taking responsibility and making decisions. We defined new ways of operating and a new governance system, and we set shared and validated team objectives on how to work together. As a manager, I opened myself to new practices, and I learned to give them more space to express themselves and to adjust without me, to arrive at different proposals and decisions.

[...] The approach proposed by Karine is very different from what I had experienced so far. It offers very personalized support for the manager and for the team, and a very close follow-up. Karine has an excellent understanding of the individual and the collective dynamics, as well as the business challenges, which I think is essential. And in addition, we had fun [...]! I warmly recommend the services of Karine for any French or international team ready to be open-minded and experiment a different approach, yet easy to live.”

**Guillaume Bouhours, Group Chief Financial Officer
bioMérieux
Lyon, France**

Ask Questions or Apply Directly

Contact us for questions or to receive the registration form



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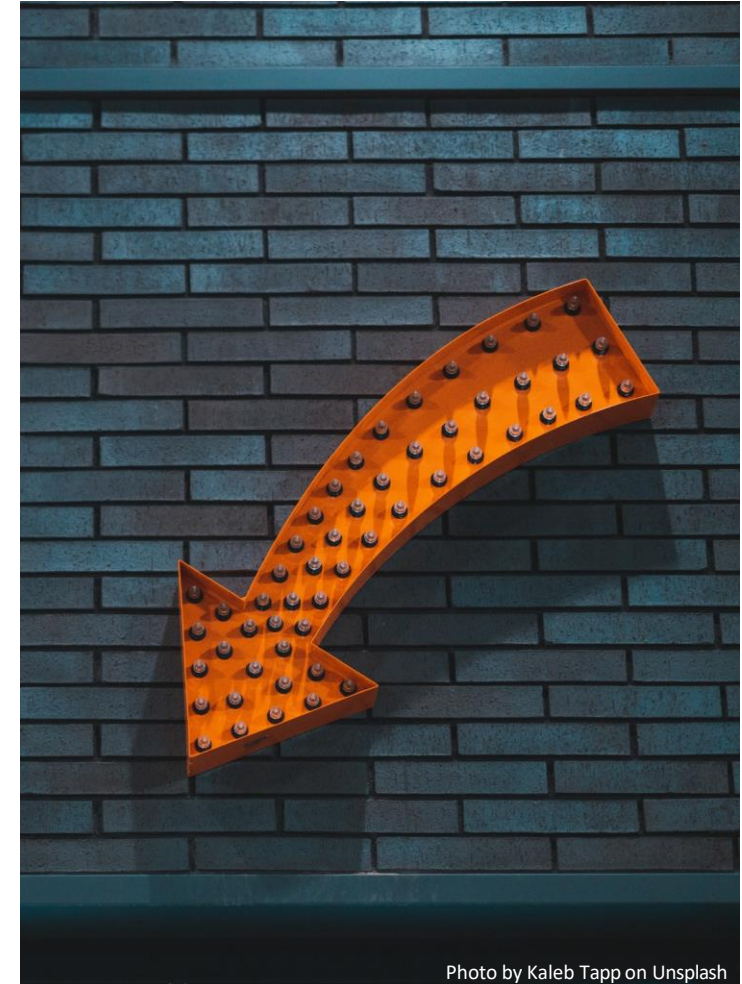


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