



# ASPIRE

Transforming Talent



powered by

**GAIA insights**

Expanding Your Potential



**If you could design**  
leadership development  
that's **100% customized**  
to your organization –  
what would it look like?







»Moving away from traditional training programs to curated development journeys that engage the learner at various levels is the right way to go.

**ASPIRE** is a high-touch experience, specifically designed for and catering to the next generation of corporate leaders.«

**Endorsement by Jennifer Allen**

Executive Development Professional, Client



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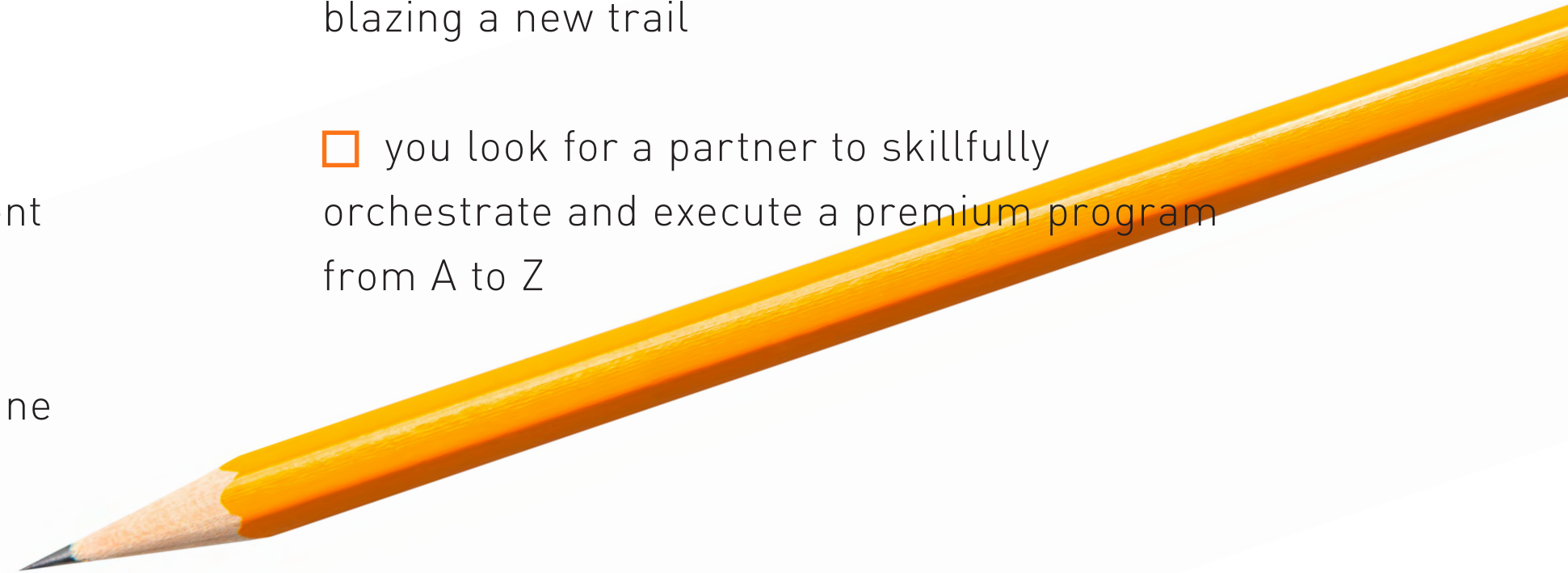
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## ASPIRE is for you if...

- you know that the leadership capability of your top talent is going to make or break your business
- you need to accelerate readiness in your succession plans and secure long-term talent retention
- you want to upskill your leadership pipeline and ensure that your high potentials are engaged
- you have to sustain your competitive advantage and boost your employer brand

- you are willing to pioneer innovative learning solutions and you are curious about blazing a new trail
- you look for a partner to skillfully orchestrate and execute a premium program from A to Z

**If you tick most of the boxes above, read on. It is the last time our program will feel like a tick box exercise.**







»This is  
»The Mother of all Leadership Programs«.  
It's a deeply immersive training experience that really challenges delegates and trainers alike. It is tough as hell and extremely rewarding. It creates lasting learning and immediate behavioral change. I am extremely proud to be part of the delivery team.«

**William Anderson, ASPIRE Facilitator**  
Partner at The TeamWorks, United Kingdom



## Think of **ASPIRE** as a Concert Experience

Established leadership programs do not deliver optimal results anymore. So we developed a new approach **tailored to the next generation of talent.**

Think of our expert facilitators as musicians in an orchestra. Each instrument makes beautiful music when played alone but when you put them all together, that is when they reach their full potential. **GAIA Insights is the conductor**, ensuring each movement flows seamlessly into the next, to create a highly customized leadership development program with curated content composed for a personalized learner experience.



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**ASPIRE** will support your business strategy because it is based on your requirements and responds to a volatile market environment. More than anything, **ASPIRE shapes agile leaders** and equips them with the tools to take your business to the next level.





**On average,**

**ASPIRE** graduates improve their leadership soft skills by **26%** according to a self-assessment against a rating scale. Some advance as much as **60%**. In most cases, their managers confirm the progress.



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»What makes this approach different is that it allows us to bring together various specialists within their respective fields.

Now we have complete flexibility to shape and design the program and bring in different vendors to deliver what they do best.

The program is fully customized to us and the development needs of the individual participants, so we do not need to adapt to an off-the-shelf solution.«

**Head Global Talent,** Client in the Netherlands



**100% of ASPIRE graduates agree with these statements:**

- »This program has been useful for me to develop as a leader.«
- »This program has been useful for me to develop as a person.«

ASPIRE Graduates, Feedback Survey 2016





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»This program is a very intense, massively rewarding and life changing journey which gives you deep insights into your own behavior, challenges your beliefs, extends your network, makes you more resilient, adaptable and flexible and gives you the opportunity to explore and meet people.«

**Managing Director, Participant from Thailand**





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100% of independent coaches who worked with our participants recommend **ASPIRE**.

»Being a leader comes with great mental, physical, social and emotional demands. The **ASPIRE** program helps break down the complexity of the role and optimizes personal and organizational performance.«

Dr. Rachel Monyoncho, Executive Coach in Kenya



# The ASPIRE Concert Experience Choose Your Music

Anyone can study an MBA and pick up the technical skills to succeed commercially. However, recent studies and research published by McKinsey & Company and Harvard Business Review found that CEOs with a strong character outperformed their poorly-ranked peers by nearly **500%**.

**Our focus on character development is what makes ASPIRE different. We want to expand your business potential by inducing behavioral change and shaping leaders who lead from the inside out.**



The leadership skills that will set your enterprise apart in the future are not necessarily linked to business acumen, financial planning or functional know-how.

Instead, more intrinsic skills like decision-making, self-awareness, problem solving and creativity will shape the nature of your business.







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## Sample Leadership Competencies

| <u>Leading Self</u>            | <u>Leading Others</u>                    | <u>Leading Organizations</u>      |
|--------------------------------|------------------------------------------|-----------------------------------|
| Self-awareness & Empathy       | Communication                            | Intrapreneurship                  |
| Personal Leadership            | Delegation & Empowerment                 | Creativity & Innovation           |
| Taking Ownership & Initiative  | Influencing & Negotiating                | Political Savviness               |
| Resilience & Energy Management | Executive Presence & Presentation Skills | Decision Making & Problem Solving |
| Your Topic of Choice           | Your Topic of Choice                     | Your Topic of Choice              |

Above is an example of a typical **ASPIRE** leadership development program – but remember: your experience is entirely customized according to the specific goals and mission of your company. **You are the composer of the music, with GAIA Insights acting as the conductor of the orchestra.**

## How it Works

- 
- Step 1:** Together we define up to 15 leadership competencies that matter to your business.
- Step 2:** Based on the defined learning objectives, we propose a selection of program elements for you to pick and choose from.
- Step 3:** Once the program elements are confirmed, we source the right experts from our power partner network to deliver the desired outcome, considering your requirements and budget.

Are you already working with a great vendor or tool?  
If so, we invite your existing suppliers to join  
in and collaborate with us!



# The **ASPIRE** Concert Experience

## Experience the Magic



We don't believe in pure skill building. Leadership skills are only as good as their application in real life. That's why there's a high degree of monitoring in **ASPIRE** to guarantee each individual's progress.

Our expert facilitators and hand-picked program mentors take participants on an unforgettable journey with a steep learning curve. **We look at people's development holistically and always put the participant experience first.** **ASPIRE** combines experiential, virtual, social and gamified learning through action, reflection, feedback and coaching.





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## ASPIRE Menue To Choose From

|                    |                     |                      |
|--------------------|---------------------|----------------------|
| ASPIRE Portal      | Live Modules        | Assessments          |
| Virtual Delivery   | Individual Coaching | Homework Assignments |
| Online Games       | Progress Tracking   | Quality of Time App  |
| Personal Mentoring | Social Learning     | Community Work       |
| Knowledge Library  | Business Projects   | Peer Coaching        |

Our modular approach is composed as a systematic flow of curated content and designed to guarantee sustainable learning through immediate application on the job. In order to maintain an intimate atmosphere and learning environment, typically we accept 16–24 participants per cohort.





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## Who Should Attend?

ASPIRE is designed for participants who are of high potential caliber and have...

- ... fluent English skills, both written and spoken
- ... approximately 10 years' professional experience
- ... practice in a leadership role with people responsibility

### Venues

Participants are taken off the grid so they can focus on themselves. Our venues are culturally unique, authentic and environmentally-friendly. The cuisine is local, organic and offers high performance food, specifically created to allow optimal brain function.





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## ASPIRE Clients

Our clients include multinational corporations from various industries.

Many say we »make magic happen«.

They appreciate our thoughtful program design and meticulous end-to-end execution, in addition to our zealous commitment and drive for excellence. We do not disappoint them.

So far, we have delivered programs around the world from Brazil and Costa Rica, Denmark and Switzerland, Romania and Russia, all the way to Ghana, India and Vietnam with participants of more than 30 nationalities.





# Here is what your **ASPIRE Curriculum** may look like:



|                                                                      |                       |             |             |                          |                       |             |                         |                       |
|----------------------------------------------------------------------|-----------------------|-------------|-------------|--------------------------|-----------------------|-------------|-------------------------|-----------------------|
| Behavioral Assessment                                                | Face-to-face Module 1 | Online Game | Online Game | Value Systems Assessment | Face-to-face Module 2 | Online Game | Motivational Assessment | Face-to-face Module 3 |
| Business Projects                                                    |                       |             |             |                          |                       |             |                         |                       |
| Interactive Webinars, Homework and Journaling                        |                       |             |             |                          |                       |             |                         |                       |
| Personalized Mentoring and Continuous Peer Coaching                  |                       |             |             |                          |                       |             |                         |                       |
| ASPIRE Online Portal, Knowledge Library and Gamified Social Learning |                       |             |             |                          |                       |             |                         |                       |
| Optional: Professional Leadership Coaching                           |                       |             |             |                          |                       |             |                         |                       |

12-24 Month **ASPIRE** Experience

Most of our clients opt for privacy and we honor their wish to remain anonymous. However, we'd be glad to connect you with select contacts who have agreed to provide first-hand references.



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»**ASPIRE** is a learning journey that takes participants out of their comfort zone and raises their leadership capabilities to another level. The program is designed to foster creativity and hone their innovation skills. It's disruptive, it's intense and only for the brave. I am delighted to be a part of it.«

**Petronela Zainuddin, ASPIRE Facilitator**  
Founder of Good Morning Creativity, France





# ASPIRE Partners



By giving **ASPIRE** participants exposure to diverse topics, various subject matter experts and thought leadership, we aim to equip them with a comprehensive leadership toolbox that will serve them now and in the future, taking your organization to new heights.

We collaborate with a global network of coaches and more than a dozen partners, forming a strong alliance. Most of them are owner-led niche firms, in other words they combine **specialist expertise, customer centricity and passion for what they do.**

Together, we are united by our desire to make an impact. Our expert partners include:





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ASPIRE is a trademark program powered by **GAIA Insights**.

**Think of us as the conductor  
orchestrating your ASPIRE concert experience.**

Each musician is a master of their instrument, yet bringing them all together is when the magic happens.

**GAIA Insights** is a boutique firm offering customized premium leadership development solutions and pioneering new ways of leadership development. We personalize lifelong learning to »wow« our customers and to develop authentic, courageous, and inclusive leaders who maximize human potential and achieve greater impact together. Because we care about people, planet and purpose.

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