



A LIFT CONSULTING ONLINE LEADERSHIP EXPERIENCE

Positive Leadership, in the flow of real work.

Cohort programs that help managers build energy, ownership, learning, and hope in the daily work of their teams, not in a one-time training that fades by Monday.

Knowing more is not the problem

Managers are being asked to lead through more than they were prepared for. The need is no longer to help them know more. It is to help them practice new ways of creating energy, trust, ownership, learning, and hope, week after week, in the work they are already doing.

When managers are depleted,
teams feel it.

When work is fragmented,
learning stalls.

When change keeps coming,
hope gets harder to sustain.

WHAT'S INSIDE

01 Why this matters now

02 How the programs work

03 The two programs

04 What you gain, and how to begin

Designed for intact teams or cross-functional cohorts. Delivered online, practiced in real work.

— WHY THIS MATTERS NOW

Managers are leading through more than they were prepared for

AI disruption, hybrid work, change fatigue, and constant pressure are changing what people need from their leaders. Under that pressure, good managers and teams narrow. They pull inward, play it safe, and stop having the real conversations. Here is where it shows up.

Manager depletion

The people you need most are often carrying the most pressure, expected to sustain others while running low themselves.

Fragmented work

Teams are busy all day, yet rarely slow down enough to learn together. Meetings multiply, but shared practice does not.

AI and uncertainty

You need people to experiment, adapt, and keep learning, but many teams are still operating in prove-yourself mode.

Change fatigue

People are not just tired of change. Many have stopped trusting how change is being led.

Low ownership

Leaders keep asking for more initiative, but the conditions still teach people to wait, protect, and stay comfortable.

Training that does not stick

People leave with good ideas, then return to the same routines. Without practice and reflection, insight fades quickly.

The shift these programs make: from knowing about leadership to practicing it, together, in the flow of real work.

HOW IT WORKS

Not content consumption. Leadership practice.

Every principle moves through the same cycle, so ideas turn into habits instead of notes. The cohort learns the same language together, then puts it to work.



The same learn, experiment, reflect cycle at the heart of all our work.

Learn

Short videos, stories, cases, and reflection questions build belief and shared language.

Experiment

Each week, participants run one small experiment in the flow of real work.

Reflect

Post-experiment questions help them notice what happened and what they learned.

Learn together

After every two principles, the cohort meets live to review and share experiments in small groups.

ORGANIZATIONS GAIN

- A shared language for positive leadership across a team or cohort
- Leadership habits built over time, not in a one-time event
- A practical complement to change, culture, AI, or engagement work

PARTICIPANTS LEAVE WITH

- Real practice running small leadership experiments
- More confidence leading through uncertainty and change
- A repeatable learn, experiment, reflect pattern for growth

THE TWO PROGRAMS

Two cohort-based programs

Start where the need is loudest. Many organizations run one, then the other.

PROGRAM ONE

Small Actions, Big Impact

For teams that need more energy, connection, contribution, and trust in everyday work.

BEST FIT WHEN LEADERS ARE SAYING

"Our people are tired, and the tone of the organization feels heavier than it used to."

"We need more trust and connection, especially across virtual or hybrid teams."

Principles: Mental Maps, Abundance Gaps, Positive Emotions, Gratitude, Positive Energizers, High-Quality Connections, Contribution, Generalized Reciprocity, and Best Self.

PROGRAM TWO

Helping People Grow, Own, and Thrive

For teams that need people to stay motivated, take ownership, learn through uncertainty, and renew hope.

BEST FIT WHEN LEADERS ARE SAYING

"We need people to take more ownership, not wait for every answer."

"AI and constant change are pushing people outside their comfort zones."

Principles: Thriving, Motivation, Empowerment, Job Crafting, Compassion, Hope, Learning Orientation, and Authentic Communication.

Ready to build leadership that sticks?

We help you choose the right program, shape the cohort, and align the live sessions to the challenges you are facing now.

leadingwithlift.com · squinn@leadingwithlift.com · +1 734-945-9142

Leaders get stuck. We help [set them free](#).

Problem framing informed by Gallup, State of the Global Workplace (2026); Microsoft WorkLab, Breaking Down the Infinite Workday (2025); Gartner, Healthy Change Adoption by Employees (2025); and McKinsey and Company, Superagency in the Workplace (2025). These references inform the framing and do not imply endorsement.