

Guts & Grace

A 9-12 month program for women. Together we cultivate inclusive, innovative company cultures one female leader at a time.

EVERY PARTICIPANT
said they would recommend this
program to a colleague or friend.

100%



GUTS AND GRACE

is a nine to twelve month program for diverse women who lead in your organization. The program is designed to help you capitalize on the visionary capability of women to create meaningful culture change and ignite innovation company-wide.

Our unique approach builds capacity by nurturing the natural talents of the women in your workforce, while removing inner roadblocks and increasing their motivation to step into leadership roles.

In short, Guts and Grace helps women take their aspirations, visions, hunches – even complaints and frustrations – and turn them into a powerful fuel that helps move your entire company forward toward success.

**You must be the
change you wish to
see in the world.**

MAHATMA GANDHI

33%

ONE THIRD OF
participants received a promotion
or increased role in just 6 months,
while still in the program

“

GUTS AND GRACE

offers concrete practices
that can – and should - be
implemented throughout
the organization.

“

THIS PROGRAM

is truly life changing. A
must-take for ambitious
women at any company!



WHY invest?

RESEARCH SHOWS:

2% The number of women in senior leadership positions has risen an average of just 2% in the past 10 years. Meanwhile, thousands of women are leaving the workforce.

70% Nearly 70% of all working women are failing in their efforts to lead a healthy life or even facing burnout.

1.5m The estimated cost of hiring 10 high-potential women, under-utilizing them, and finally losing them to alternative careers or your competitors totals over 1.5 million dollars.



THESE STATISTICS

hold true even in companies with flourishing women's networks. Strategies like annual conferences, lunch-and-learns, and social events are simply not enough to change the tide.

What if instead of facing these costs, your organization could fully activate one of its most underutilized, precious resources – its high performing, high potential women leaders?

Companies around the world with women in executive leadership positions have outperformed the broader global market for over eight years.

Capitalizing on the precious resource you already have – your next-generation women leaders – makes good business sense.

The world will be saved
by the Western woman.

DALAI LAMA

OUR UNIQUE approach

embodied
TRANSFORMATION

gender
**BIAS
TRAINING**

basic
**LEADERSHIP
SKILLS**

FOCUSED PERSONAL DEVELOPMENT

WE BELIEVE

there are three key factors that support women to advance as leaders. Yet, most companies are currently focused on just one or two at best. Guts and Grace promotes embodied transformation – the third and critical factor that often gets missed.

Embodied transformation – a fully integrated shift in both mindset and habitual behavior – is THE key to visible progress and lasting results.

We develop next-generation leaders who are strategic in mindset, self-motivated, purpose driven, and skillfully adaptable in their leadership.

this
**LEADS
TO...**

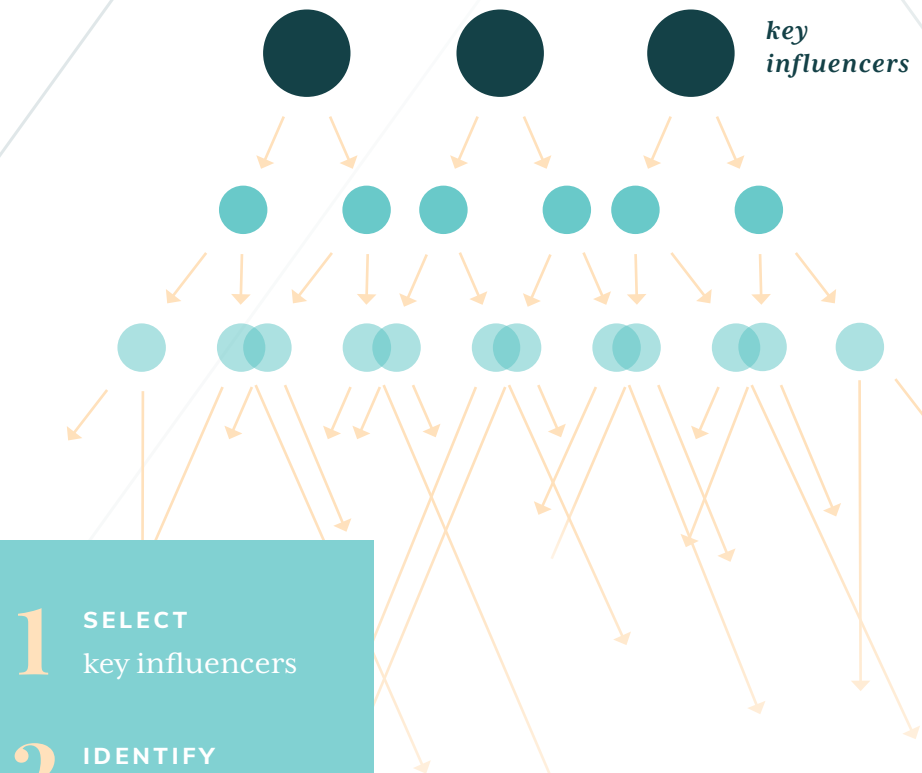


COMPANY-WIDE impact

WE DON'T STOP

at individual leadership. Guts and Grace is designed to ignite innovation and spark meaningful culture change across your entire workforce. By selecting key female influencers and supporting them to “be the change” you wish to see in your organization, program participants naturally become both beacons and mentors to their colleagues.

Your chosen leaders receive guidance to select a visionary company initiative or mission-critical business problem, and address it as a team during their six-month journey.



- 1 **SELECT**
key influencers
- 2 **IDENTIFY**
key problem or
cultural initiative
- 3 **TRANSFORM**
and grow
- 4 **MENTOR + LEAD**
by example

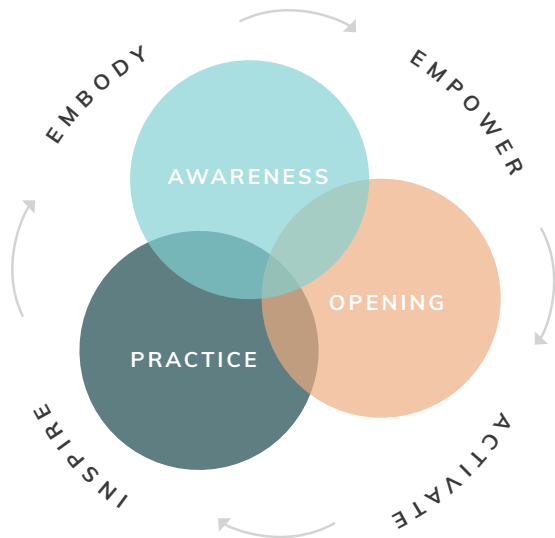
THE CURRICULUM

Guts and Grace is the only program on the market that successfully addresses the *intersection* of well-being and leadership, using cutting-edge tools based in positive psychology, mindfulness and neuroscience.

Why this focus? Women leaders know that navigating the tension between well-being and leadership is a critical dance which can make or break their success in the long run.

Women who cannot meet this challenge, will not advance.

The nine to twelve month Guts and Grace process covers 4 habits that build a solid foundation for leadership expansion: embodiment, empowerment, activation and inspiration. Within each habit, participants master three steps of transformation – awareness, opening, and practice – that enable lasting change.



Guts and Grace grads make strides in both their leadership and resilience.

THE IMPACT:

83%

IMPROVED
their ability to lead through
direct *and* indirect influence.

93%

INCREASED
their capacity to collaborate
effectively with men and women.

93%

INCREASED
their resilience and improved
their work-life balance.

Guts & Grace

JOURNEY

WE BEGIN WITH STRATEGY

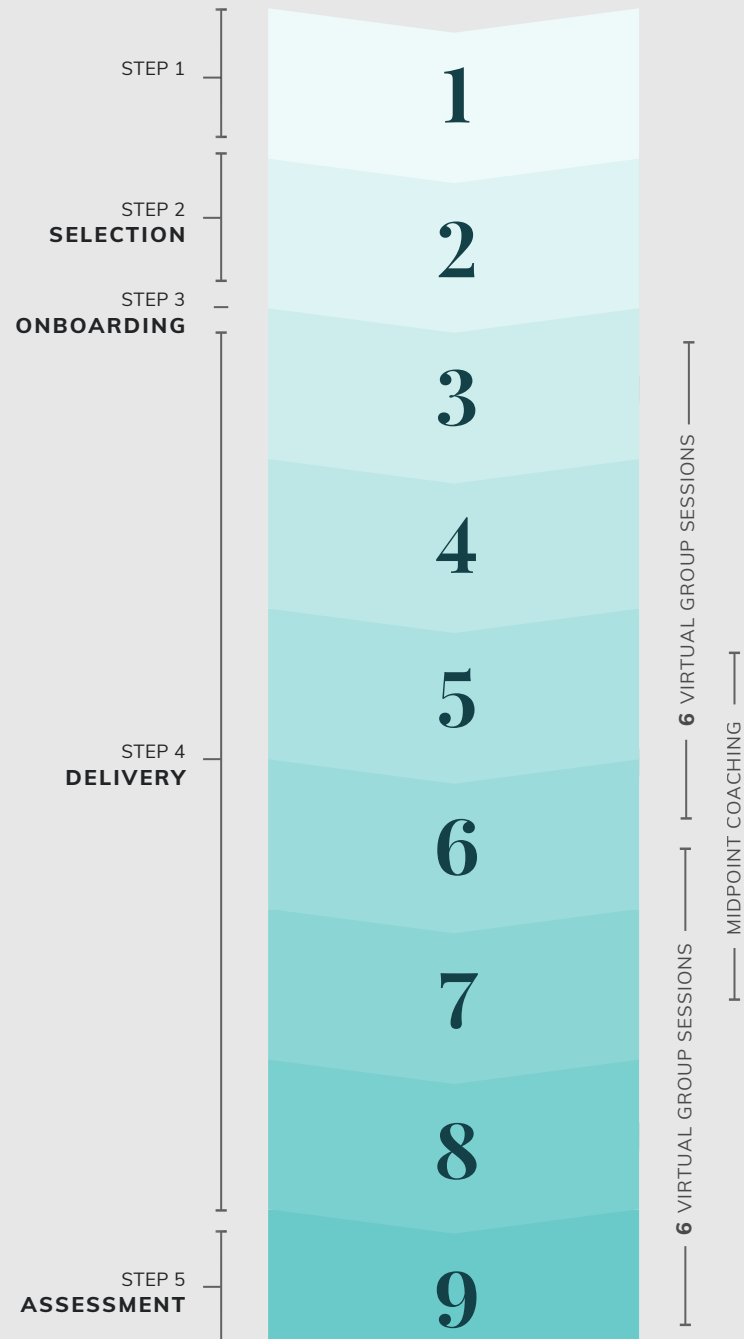
STRATEGY + SELECTION

First, we meet with your key stakeholders to determine the core issues that are holding back your women in leadership today, as well as the primary challenges in culture, engagement and/or innovation that are impacting your bottom line. Next, we develop selection criteria together. Guts and Grace is appropriate for women at all phases in their careers. We can help you select the right participants for maximum impact.

ONBOARDING, DELIVERY + ASSESSMENT

Next, we onboard program participants via assessments, one-on-one coaching and a day-long onsite kickoff session, before diving into 6 months of virtual training, group coaching and two more day-long sessions. The program ends with closing assessments and a final

9-MONTH TIMELINE



optional
**add
-ons**

- 1 KICK-OFF KEYNOTE on cracking the glass ceiling
- 2 ACTIVATE 4-training modules (2 hours each)
- 3 ACTIVATE coaching training for senior leaders

READY
FOR THE

next step?



Guts and Grace works best in companies where senior leaders are actively committed to increasing the potential of women leaders, want to create great workplace culture, and need a tribe of influencers who are willing to walk the talk.

If you are ready to crack the class ceiling at your organization, and think Guts and Grace could be a good fit, we'd be delighted to meet you.

contact
us

EMAIL LEEANN MALLORIE
to schedule a needs discovery conversation
today: LEEANN@GUTSANDGRACE.COM