IMMERSIVE LEADERSHIP

Bridge the Gap

Your team names where you are, where you want to be, and the gap in between, then builds the plan and the measures to close it.

"Change keeps stalling out." "Our teams work in silos." "We set goals and miss them."

WHO IT IS FOR

LEVEL
All levels, executives to new graduates, and intact teams

GROUP SIZE
Any group size

TIME
Anywhere from 60 minutes to 2 days

FORMAT
In person · Virtual

LANGUAGES
English

BUSINESS OUTCOME
Alignment, Execution, Change adoption

WHAT HAPPENS

Participants map the current state out loud, described by the people who see it every day. Most rooms find their first gap right here, before anyone mentions the future.

The future state gets built as a story, not a slide. Candidate projects get pitched, red-flagged, and pinned on an effort-versus-impact grid with the sponsor in the room.

Every surviving project leaves with one accountable owner, a definition of done, and a place on the calendar. Then teams trade projects for a reality check.

WHAT CHANGES

- Staff effort lines up with leadership goals because staff wrote the plan
- Priorities shrink to the few that matter, decided in the room
- Each project has one owner and a definition of done in writing
- The team owns the transformation instead of receiving it

HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

INVESTMENT

$17,500

Per delivery · same number in USD, CAD and EUR

One continuous piece of work, one Facilitator, one price. Often paired with Lead the Endurance as a two-day strategy-to-ownership immersion.

Formats: anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

PROOF

> **91.7% would recommend**
> Progress Rail Locomotive Division, August 2026: 8 named projects, each with an owner and an A-to-B-by-C

Schedule a 25-minute walkthrough

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