



The Journey of Not Knowing®

Leadership is not like any other job. It asks you to tap deep into your core, push into uncharted territory and find the best of you. It asks you to think bigger, better, scarier. To lead, you have to see without varnish, engage and move others forward. It can be very exciting. It is also not easy.

The Journey of Not Knowing® offers help. It's a customized, executive development program for those looking to improve critical leadership skills and abilities. Our participants come from diverse industries, geographies, and career backgrounds. What unites them is their considerable talent, commitment to self-improvement, and interest in strengthening their leadership abilities while supporting the growth of others.

Why is it Called The Journey of Not Knowing®?

To be successful, a leader must learn to navigate through the unknown **to reach the possibilities that lie beyond.** That ability forms the foundation of leadership.

The Journey Scope and Approach

A. Scope. The program includes a 360° review, 8 full days of in-session work on leadership principles, case studies, individual exercises, 1:1 coaching, learning partner work and written materials.

B. Core premise. We focus on how an executive can successfully navigate the unknowns that characterize leadership while applying its core competencies.

C. Program Philosophy. Research and our own experience support the strong positive impact of peers on learning and achieving success. At the same time, we believe leadership is also a very personal journey where clarity on strengths and opportunities to grow is critical. To support this aspect of growth we provide a high level of individual attention both in sessions and through coaching in between.

D. Learning vehicles. We provide multiple exercises for individual developmental work and a variety of strategic tools. Consistent with our philosophy, we combine a high level of attention to individual learning needs with the power of peer feedback in a safe, confidential environment conducive to taking the behavioral risks needed to improve your leadership game.

E. Leadership core competencies. We tie the developmental work and tools to the core competencies of leadership: Strategic thinking, alignment, smart communication, talent management and executive presence.

F. Applicability to current work life. Participants draw from their current work challenges and take the benefit of what they learn in the program straight back to the office for immediate application.

Skills Addressed

- Strategically envisioning the future
- Creating buy-in and alignment
- Managing and leveraging organizational politics
- Creating high performing teams
- Dealing effectively with conflict and different communication styles
- Developing new leaders
- Identifying and getting the best work from the right talent
- Showing up with Executive Presence

Why Is It So Effective?

The progressive series of individual and group meetings challenge participants to become aware of their leadership limitations and give them the tools to actualize a pathway to change. Activities take participants out of their comfort zone to advance learning. They combine experiential exercises with challenges from participants' current work lives. The work is supported by external perspectives and scientific research.

Customized content

- Each program is tailored to the needs of its participants as individuals and as a group.
- Program participants receive 360° feedback and work with an executive coach to create leadership development plans based on the 360° feedback and other career goals.
- Executive coaching throughout the program helps participants focus on advancing their *specific development goals and contribution to their respective organizations*.

Peer feedback and support

- The participants in our groups form bonds with other group members even when program participants are from the same intact teams.
- The community that becomes established enables new relationships and contacts that continue beyond the program via the Journey Members Only webpage created for each program group.
- Leaders bring their current business issues to the program sessions and get “real time” feedback and problem solving from high level peers and facilitators.

Who Should Take the Journey?

The Journey of Not Knowing teaches leaders from any business or industry how to navigate a broad diversity of challenges using a leadership mindset framework. It has been successfully delivered to leaders across a variety of industries from boutique size to Fortune 500 companies.

The program is designed for

- People who currently lead organizations
- High potential leaders
- Multiple leaders within an organization
- Organizations looking for leadership team alignment

Program Options

The Journey program is available in various forms to fit different organizational needs and resources. All programs focus on the core Journey leadership concepts.

- **The six-month Journey program** adds intensive work in five critical leadership competencies –Strategic thinking, alignment, smart communication, talent and executive presence. Other competencies can be added to fit individual organizational goals. The six-month program also includes a 360° assessment, six 1:1 coaching sessions, learning partner work and individual assignments.
- **The half-day program** covers the Journey concepts with several activities to deepen and individualize the learning.
- **The one hour keynote speech** introduces the Journey and its key attributes.

Journey of Not Knowing Delivery Options

Program Time Frame	Introduction to the Journey	Foundation Modules	Critical Leadership Competencies	360° Assessment	1:1 Coaching	Learning Partner and Individual Assignments
6 months	✓	✓	5	✓	6	✓
½ day	✓	Explanation of Concepts w/ several activities				
1 hour keynote speech	✓	Introduce the Journey and its Key Attributes				

Program Authors and Principals

Julie Benezet

Julie—a former Amazon.com executive, lawyer, and entrepreneur—has spent over 30 years building businesses, buildings, and careers. She works as consultant, coach, and teacher to senior executives around the country. She led the development and served as the Academic Leader at Harvard University’s Executive Education “Challenges of Leadership” program at the Graduate School of Design for 10 years.

Stephanie Reynolds

Stephanie has worked and supported executives and their teams for over 30 years. Her early expertise is based on 17 years as a senior consultant with major consulting organizations such as Wilson Learning and Mohr Development (now Blessing White), where she built her reputation training and consulting in a wide range of Fortune 500 companies. She also built her own successful company providing mediation and collaborative conflict resolution services and training and is widely recognized as an expert in the field.