

thoughtLEADERS, LLC

The *thought***LEADERS**
mastermind Program
Executive Leader Track





thoughtLEADERS *mastermind* Program **Executive Leader Track**

thoughtLEADERS' mission is to advance the art of business leadership through hands-on training and coaching led by dynamic businesspeople. We do so by providing high quality instruction, training and coaching with a focus on filling critical job-related skill gaps.

thoughtLEADERS mastermind programs are designed to provide ongoing learning, coaching, development, and support via continuous interactions with participants over time. The program does this through focused small group meetings (8-15 people). Members come from different organizations enabling the sharing of ideas, best practices, and networking opportunities. Members are selected based on relevant experience and developmental needs to ensure the needs of the group are the same as the needs of the members.

Participants are of similar ability and responsibility levels and they face challenges and opportunities common to those of other participants. If you are a leader who learns well in a small team environment and you can benefit from outside perspectives, you'll find tremendous value in the *thoughtLEADERS mastermind* program. Tracks include:

- Enterprise Leader Track (CEO, COO, CFO, CIO, CMO, CHRO, EVP)
- Executive Leader Track (Director, VP, SVP, EVP)
- Team Leader Track (Manager, Director, Team Leader)
- Entrepreneur Leader Track (leaders of startups and small companies)

Benefits for you as an Executive Leader:

- Guidance on how to grow your top line, bottom line, and organizational capabilities
- Advice from highly skilled peers and leaders to help you improve your business
- Connections to outstanding networking partners and collaboration opportunities
- World-class content delivered by experienced practitioners

Examples of program topics:

- Creating Your Leadership Maxims
- Strategic Planning
- Structured Thought & Communications
- *thoughtLEADERSHIP*
- Career Development
- Project Management Reality

Included in *mastermind* membership:

- ✓ Monthly 4 hour group meeting (in person) facilitated by a *thoughtLEADERS* instructor
- ✓ Monthly individual coaching session as requested/needed
- ✓ Monthly webinars led by a *thoughtLEADERS* instructor covering *mastermind* topics
- ✓ Wiki sponsored by *thoughtLEADERS* for members to share their professional journey
- ✓ Member case studies (bring your problems to the session and we solve them there)
- ✓ Monthly membership cost: \$500 (10% discount for 12 month advance payment)



Over the course of twelve months, you'll be exposed to a variety of business-critical skills and topics. During your *mastermind* session, you'll have the opportunity to discuss these topics with your facilitator and your peers. These discussions are designed to build your skills and help you apply them to improve your organization immediately.

Illustrative Calendar

| Month | Group Session | Webinar |
|-------|---------------------------------------|----------------------------------|
| 1 | Introductions | Self Appraisals |
| 2 | Leading Yourself | Giving and Receiving Feedback |
| 3 | Leading the Thinking | Managing Innovation |
| 4 | Leading Your People | Talent Development |
| 5 | Leading a Balanced Life | The "Difficult" Conversation |
| 6 | Career Development | Your Personal Board of Directors |
| 7 | Strategic Planning | Level 5 Leadership |
| 8 | Structured Thought & Communications | Communicating with the C-Suite |
| 9 | The Core Idea and Structuring a Story | Thriving Through Restructuring |
| 10 | Culture Building | Strategy Under Uncertainty |
| 11 | Leading Hi-Po's | Media Relations |
| 12 | Succession Planning | Finding & Attracting Top Talent |

thoughtLEADERS blog

thoughtLEADERS mastermind wiki

Illustrative Group Session Schedule

- 8:00 – 8:30 Review of last session assignment

- 8:30 – 9:45 Case study – problem solving – discussion

- 9:45 – 10:00 Break

- 10:00 –11:15 New content

- 11:15 – 12:00 Member "focus" problem and next session assignment



Group Expectations and Norms

For the benefit of everyone involved, *mastermind* members agree to abide by some professional norms during the program. More group expectations will be defined and added by your group.

- ✓ Discussions occurring as part of program activities *will remain confidential and not be shared beyond members of the group*
- ✓ Members will make best efforts to attend every meeting
- ✓ Members will be on time and stay for the entire meeting
- ✓ Members will actively participate
- ✓ Members will be willing to challenge their personal views and beliefs
- ✓ Members are free to disagree, but will be respectful when they do
- ✓ Members will share experiences, challenges, and ideas
- ✓ Members will make a commitment to make the process successful
- ✓ Members will refrain from sidebar conversations
- ✓ Members will rotate hosting a group meeting
- ✓ Members will complete their pre-work for the next meeting



Your Group Facilitator: Mike Figliuolo, Managing Director



Mike graduated from the United States Military Academy at West Point in 1993 where he was an honor graduate and a Distinguished Cadet. Upon graduation, he was commissioned as an officer in the U.S. Army. He spent five years as an Armor officer in a variety of roles including Platoon Leader, Executive Officer, Personnel Officer and ROTC Instructor at Duke University.

After leaving the Army, he joined McKinsey and Company as a management consultant. He served clients in several industries (banking, retail, healthcare, chemicals, and technology) on a variety of issues (strategy, mergers & acquisitions, cost reductions, growth and business building). He also published many findings in professional development documents proprietary to McKinsey as well as publishing an article in The McKinsey Quarterly.

Mike next worked at Capital One as Group Manager of Strategy & Analysis and as Director of Specialty Collections. He was responsible for ~\$1B in collections, a \$125MM budget and the performance of 150 employees. The initiatives his teams put in place delivered over \$125MM in value.

Mike's most recent roles were Vice President, Quality Improvement, Customer Service, Business Development & Service Support for Scotts LawnService where he was responsible for acquisitions, division strategy, technology infrastructure, customer service, and franchise operations. Previously, he was Vice President, Strategic Planning at The Scotts Miracle-Gro Company (SMG) where he was responsible for setting the strategic direction of the company by working directly with the executive team (CEO, CFO, Division Presidents) to assess where the business should be headed long-term and then identifying opportunities to achieve corporate goals.

Mike founded *thought***LEADERS** because he believes practitioners make the best instructors and because he has a passion for people development and organizational improvement.



mastermind Program Application – Executive Leader

(Scan & return this page & next page to info@thoughtleadersllc.com or fax to 928.441.9757)

| Name | Title | Email | Contact Phone (work & cell) |
|-----------------|--------------------|-----------------------------|---|
| | | | |
| Company | Months in Position | Website | Referred by |
| | | | |
| Company Address | | Method of Payment (circle) | Best day of week for in-person meeting (circle) |
| | | CC Check PayPal Other | M T W T F S |

Professional Bio (include your LinkedIn Profile URL if applicable)

Development Opportunities

What do you want to achieve in this program?

What skills and resources can you provide to others in the group (e.g., referrals)?

thoughtLEADERS mastermind Group Membership Agreement

As a member of the *thoughtLEADERS*, LLC ("*thoughtLEADERS*") *mastermind* program ("Program"), I _____ (legal name) agree to and accept the following terms, conditions, and responsibilities:

1. I agree to attend monthly group meetings (minimum of 9/year) and provide my knowledge and expertise on issues presented by other members. I agree to read the assigned materials and to participate in the group's discussion concerning the implementation of the ideas presented to improve my organization.
2. The Program is a peer consulting environment. I agree to share my ideas, issues, and challenges and request group input on said matters. It is my responsibility to participate and request group time to do so. I am not obligated to follow the group's or the facilitator's recommendations. My facilitator will assist me with business decisions, but they are not a consultant for hire. Final business decisions rest with me and not the facilitator.
3. I agree to provide a suitable meeting location for the group on a rotating basis at my sole expense. Location rotation and frequency shall be determined by the number of members in the group.
4. I agree to hold all information discussed by Program members in strict confidence and shall not disclose said information to individuals who are not participants or facilitators of the Program. The Program's content available to me through its website, electronic or direct mailings, or through teleconferences, seminars, etc. is copyrighted and proprietary information. I may not modify, publish, transmit, participate in the transfer or sale of, create derivative works of, or in any way exploit, in whole or in part, any Program materials or information.
5. I agree to pay monthly Program membership fees in the amount of \$ _____ by the 5th of each month. I agree that *thoughtLEADERS* may automatically debit each month the credit card I provide for said fees should I choose that payment option. If I choose to pay by other means, payment is due no later than the 5th of the month. I agree that my membership fees shall be paid regardless of my participation in group sessions or my utilization of other Program resources (blogs, wikis, webinars, etc.). Charges shall be deemed overdue if they remain unpaid after thirty (30) days. Any amount payable by hereunder which remains unpaid after thirty (30) days shall be subject to late penalty fees of 2% per month from the due date until the amount is paid. After sixty (60) days of nonpayment, my membership in the Program may be terminated in *thoughtLEADERS*' sole discretion.
6. Either party may terminate this Agreement upon thirty (30) days prior written notice to the other. I shall be responsible for any fees and expenses that accrue up through the effective date of termination.
7. I agree to indemnify *thoughtLEADERS*, its owners, managers, contractors, and employees and hold each harmless from any and all damages made or assessed against or incurred by any such person resulting from or arising out of any negligent act or omission by me or any event involving physical injury to *thoughtLEADERS* personnel or other Program participants while on my premises.
8. *thoughtLEADERS* warrants that its services will be performed consistent with generally accepted industry standards. I must report any deficiencies in the services to *thoughtLEADERS* in writing within sixty (60) days of performance of the Services in order to receive warranty remedies.
9. For any breach of the above warranty my sole and exclusive remedy, and *thoughtLEADERS*' entire liability, shall be the re-performance of the services. If *thoughtLEADERS* is unable to re-perform the services as warranted, I shall be entitled to recover fees paid to *thoughtLEADERS* for the deficient services.
10. In no event shall either party be liable for any indirect, incidental, special, or consequential damages, or damages for loss of profits, revenue, or use, incurred by either party or any third party, whether in an action in contract or tort, even if the other party or any other person has been advised of the possibility of such damages. *thoughtLEADERS*' liability for damages hereunder shall in no event exceed the amount of fees paid by me to *thoughtLEADERS* during the preceding six calendar months.
11. *thoughtLEADERS* is an independent contractor; nothing in this Agreement shall be construed to create a partnership, joint venture, or agency relationship between the parties. Neither party has the authority to bind the other with respect to any third party or otherwise to act in any way as the representative of the other, unless otherwise expressly agreed to in a writing signed by both parties hereto.
12. This Agreement shall not be assignable or transferable by either party without prior written consent of the other.
13. This Agreement, and all matters relating to it, shall be governed by the laws of the State of Ohio.
14. By signing below, I agree I have read, understand, and accept all terms and provisions of the Agreement. The Effective Date of this Agreement shall be _____.

thoughtLEADERS, LLC

By: _____

Michael L. Figliuolo, II, Managing Director

By: _____

Printed Name: _____