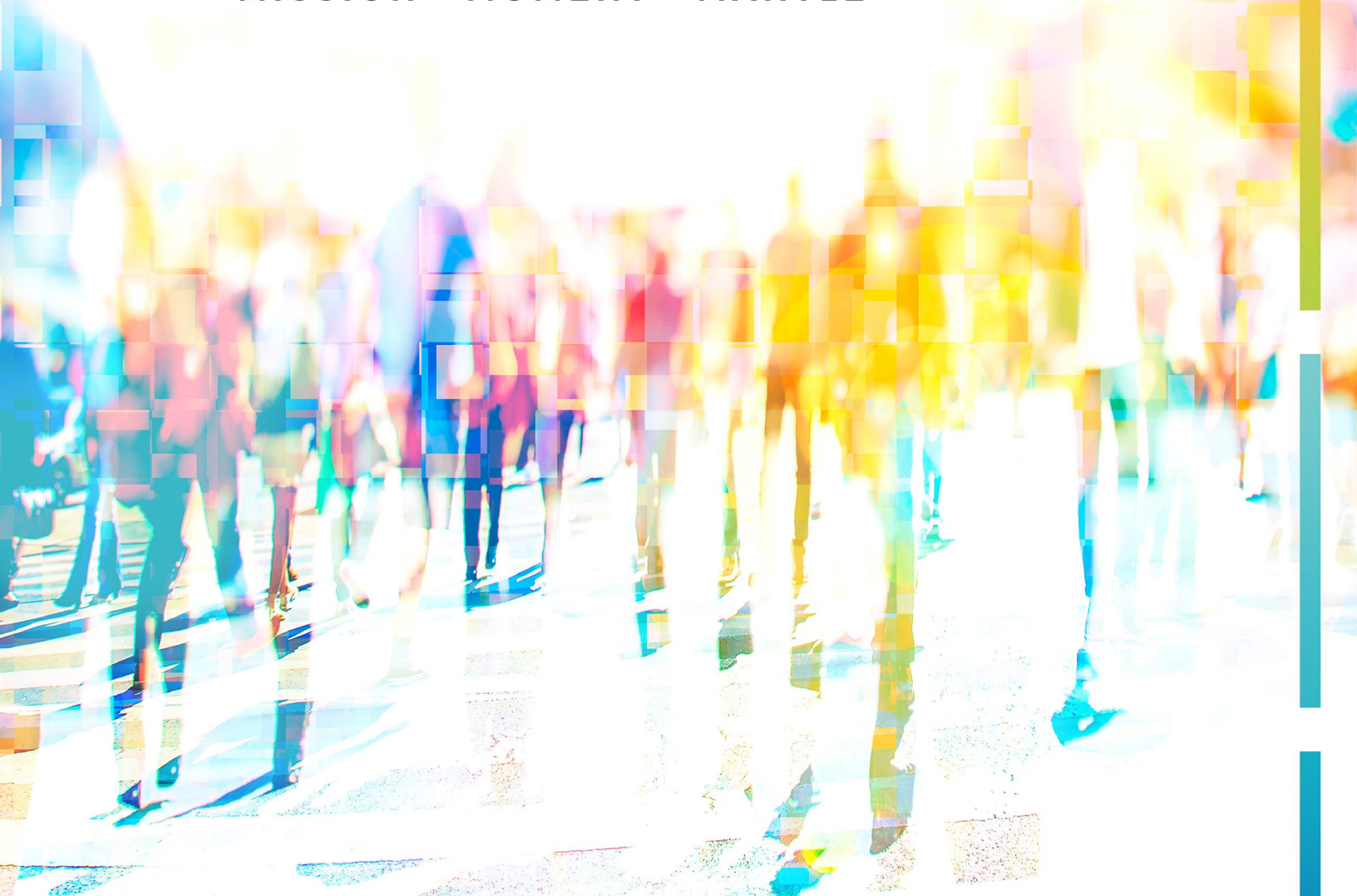


LEADM³

MISSION • MOMENT • MANTLE



"3C's Training Group tailored a leadership development training program for library staff in Georgia. Dr. Walker facilitated informative online webinars and delivered an interactive, in-person workshop. Library leaders across the state of Georgia look forward to having Dr. Walker provide more leadership training. We highly recommend 3C's Training Group to develop your company's leaders!"

Dorcas Davis | Director of Continuing Education & Training, Georgia Public Library Services



"As a new Entrepreneur it's been a great challenge for me personally and professionally to get my business off the ground. It's taken me 10 years to be exact and that's because the playing field has transformed overnight taking a whole new approach. If I hadn't been introduced to Dr. Kristal Walker, I would have given up on my dream job. I've taken many training sessions, had mentors and coaches; yet still was unable to access my full potential...that is until I started working with Dr. Walker. The training style she provides is by far the most innovative that I've ever experienced. It's contagious! Kristal causes you to think outside the box so that you can experience the bigger picture. As a result of our time together, I now have the foundation and confidence I need to launch my nonprofit. Kristal stretched me and helped to fortify the talents I already possessed but wasn't utilizing. She's ahead of the personal and professional development game by leaps and bounds. Kristal is a world changer and a force to be reckoned with."

Adriane McIntyre, Founder, Breakthrough Parenting





LEADM³

MISSION • MOMENT • MANTLE

LEAD M³ is a professional development model that supports the life cycle of a leader. Its ultimate purpose is to address the succession planning crisis that many for-profit and nonprofit organizations face when experiencing a shortage of qualified talent to fill critical leadership roles. The model challenges practitioners to consider the **Mission**, **Moment**, and **Mantle** required for effective leadership. Each element of the model requires a different level of engagement, commitment, and endorsement from the leader who wants to operate in excellence.



POSITIONAL LEADERSHIP



The Perfect Opportunity

The Mantle-focused module equips participants with appropriate skills for leading strategic initiatives across teams, business functions, and/or industries. Ideal for senior leaders but open to anyone desiring to create and execute strategy, vision, and larger business goals, all skills and competencies in this model support the participant's development in a senior role with an ultimate goal to think strategically about succession planning.

PERSONAL LEADERSHIP



The Perfect Leader

The Mission-focused module equips participants with appropriate skills for leading one's self. Ideal for first-time leaders but open to anyone desiring a leadership role, all skills and competencies in this model support the participant's development prior to operating in a leadership capacity.

PRACTICAL LEADERSHIP



The Perfect Team

The Moment-focused module equips participants with appropriate skills for leading others. Ideal for mid-level leaders but open to anyone desiring to lead people, projects, or processes, all skills and competencies in this model support the participant's development in an active leadership capacity.





THE MISSION

The **Mission** phase of the **LEAD M³** model supports **PERSONAL LEADERSHIP** development. It challenges practitioners to create learning and development experiences that enhance inward perspective to optimize outward performance.



THE MOMENT

The **Moment** phase of the **LEAD M³** model supports an individual's **PRACTICAL LEADERSHIP** development. It challenges leaders to utilize the knowledge, skills, and abilities of their respective team(s) to achieve peak performance through shared accountability.



THE MANTLE

The **Mantle** phase of the **LEAD M³** model supports an individual's **POSITIONAL LEADERSHIP** development. It refers to intentional succession planning that is orchestrated through strategic planning, executable tactics, and the creation of future leaders.

The Simple Science Behind the LEAD M³ Model

PHASE II PRACTICUM EXPERIENCE

Phase II marks the heart of the **LEAD M³** experience. Its central focus is leadership development that supports the life cycle of the practitioner's leadership experience. Each course is designed with the practitioner in mind to ensure opportunities for complete training immersion and transferability. Practitioners walk away from each session with a clear understanding of the why they need a particular skill as a leader, the benefit of having such skill, how to properly execute the skill, what potential internal and external challenges they may encounter, and how they might measure their success in implementing the skill throughout their leadership journey.

Because of the two-way program entry point, company sponsored practitioners engage in the practicum via the flipped classroom experience.

PHASE I PROGRAM ENTRY

Phase I marks the program entry stage for prospect practitioners. These individuals enter the program either by way of company sponsorship with the intent to drive performance within the organization or a self-initiating process with the intent to upskill for upward or lateral career mobility. Self-initiating individuals can take the proprietary **LEAD M³** assessment to determine what level of practicum experience is needed.

The stakeholders in this phase typically include the prospective practitioner, the next level manager and/or coach to support pre-practicum activities, senior executives who own the decision to move employees through a succession pipeline, and the human resources team because of their responsibility of managing a candidate's experience with regards to internal promotions.

If the purpose of a leader is to lead people, projects, and processes, then it is imperative that organizations have the capacity to quickly fill leadership vacancy gaps. The **LEAD M³** model resides at the hub of a three-part framework that outlines the path to building a pipeline of qualified and diverse talent to support succession planning. Each phase serves as its own vehicle to push leadership candidates through the pipeline successfully.

This audience will participate in a series of on-demand learning options and bring their questions, thoughts, and specific learning needs to a live-learning setting where they will participate in cross-functional projects and experiential learning activities with other practitioners. Self-initiated practitioners will experience the practicum via the digital learning series. This option is completely on demand for practitioners to learn at their own pace.

The two stakeholders in this phase typically include the practitioner and the **LEAD M³** facilitator. The facilitator will provide 1:1 coaching and support throughout the entire experience for both company sponsored and self-initiating practitioners.

PHASE III

PIPELINE ENTRY

Phase III marks the pipeline entry stage for graduating practitioners. It is during this stage where practitioners hone in on their new skills and transfer those skills to their respective work environments. These practitioners typically partner with their next level managers and/or coaches to reinforce what they learned in the practicum experience through stretch assignments, rotation programs, and incentivized opportunities to increase accountability for certain leadership projects. This stage is exciting because it also offers the practitioner the opportunity to formally apply for a vacant or perhaps a more senior leadership role.

The stakeholders in this phase typically include the practitioner, the next level manager and/or coach to support post-practicum activities, senior executives who own the decision to move employees through a succession pipeline, and the human resources team because of their responsibility of managing a candidate's experience with regards to internal promotions.



PROGRAM ENTRY



Company Sponsored
(Performance Driven)

Self-Initiated
(Assessment Driven)



STAKEHOLDERS:

Prospect Practitioner*, Next Level Manager/Coach,
Senior Executives, Human Resources

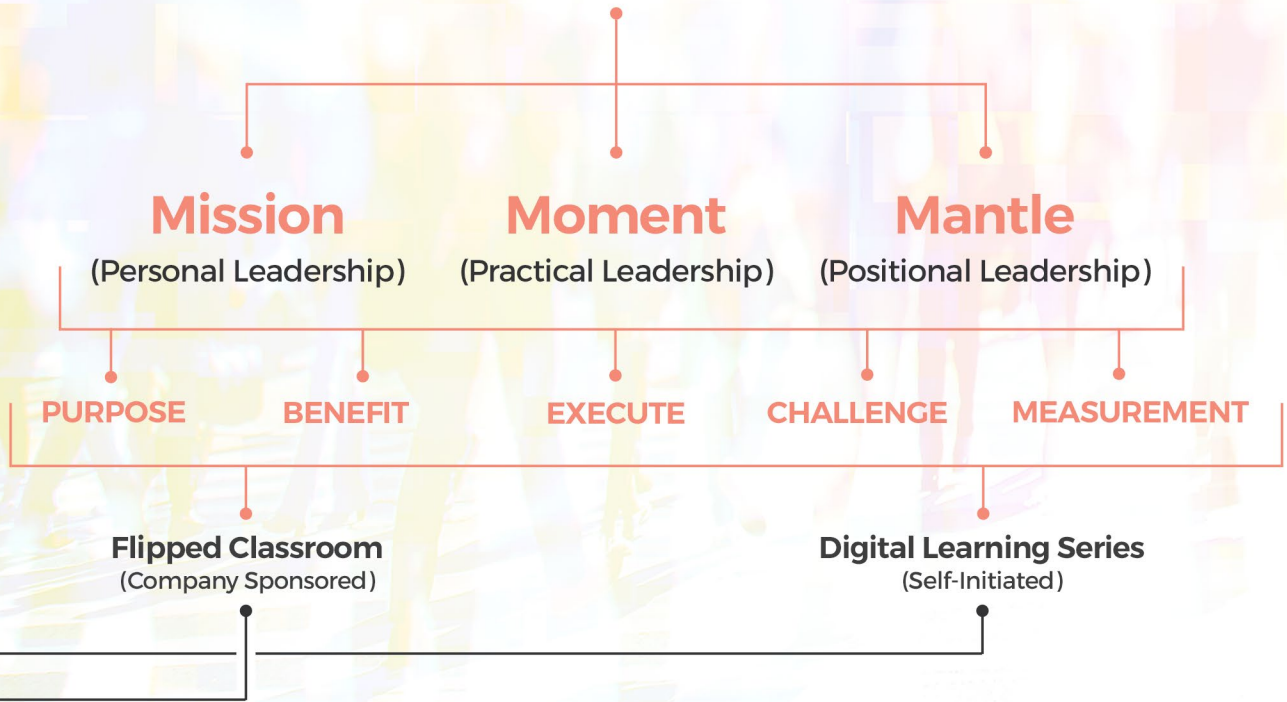
**Only stakeholder required for self-initiated program entry*



PHASE III



PRACTICUM EXPERIENCE



STAKEHOLDERS:
Practitioner, LEAD M³ Facilitator

PHASE III



PIPELINE ENTRY

Reinforcement

(Stretch assignments, rotation programs, accountability & incentives)

Opportunity

(Practitioner applies for vacant leadership role)



STAKEHOLDERS:

Practitioner, Next Level Manager/Coach,
Senior Executives, Human Resources



MISSION-FOCUSED COURSES

- Introduction to Personal Leadership
- Contemporary & Global Leadership Challenges
- Impact of Personal Branding
- Anatomy of a Leader
- How Leaders Achieve Results
- Think Like a Leader: The Transition from “Me” to “We”
- Embracing Your UVP
- Beauty of Failing Fast
- Critical Thinking for Leaders
- Identifying & Confronting Unconscious Bias
- SWOTs, TOWs, and Professional Development
- What’s Your Carrot - Valuing Personal Intrinsic and Extrinsic Motivators
- Prioritizing for Success



MOMENT-FOCUSED COURSES

- Introduction to Practical Leadership
- Talent Management Dilemma
- Cost of a Bad Hire
- Collective Responsibility of Onboarding
- Building High Performance Squads
- Establishing Non-Negotiables
- Business Case for Diversity
- Power of Inclusion: Who Am I? Who Are You? Who Are We Together?
- Harassment...Not Guilty
- Creative Problem Solving & Conflict Resolution
- Coaching Made Simple
- Delegate with Confidence



MANTLE-FOCUSED COURSES

- Introduction to Positional Leadership
- Creating & Communicating Vision
- Aligning Vision to Business Strategy
- Establishing a Culture of Trust & Transparency
- Managing Change & Change Fatigue
- Greenlight Customer Service
- Succession Planning 101
- Big Picture: Understanding the Global Workforce
- Aligning Talent to Achieve Business Results
- Leading Employee Engagement Initiatives
- Leading Through Crisis

ABOUT KRISTAL WALKER

I have worked in the learning and organizational development space for over 15 years helping clients engage people, apply processes, and implement technology to improve human and organizational performance. My expertise includes developing strategy and executable tactics in the areas of leadership development, talent development, succession planning, diversity & inclusion, performance management, and employee engagement.

A teacher by trade and a thought leader by temperament, I bring great value to the partnerships and relationships I've built over the course of my career. I launched 3C's Training Group alongside my full-time career to design and develop soft skills and compliance training for small and medium-size companies. As such, my passion for personal and professional transformation in others continue to grow to new heights, as well as my interest in creating content, courses, and learning programs.



I earned an undergraduate degree in human services, a graduate degree in management and organizational leadership, and a Doctor of Management degree in organizational leadership. I'm a Certified Professional in Training Management™ and pride myself on developing the next generation of leaders using sound evidence-based curricula. I'm also certified in analyzing both Caliper and PDP Global Assessment data, which allows me to provide expert coaching and strategy in building talent from selection through succession. When it's all said and done, I get to be the wife to my loving and supportive husband, and the

My Philosophy on Learning, Leadership, & Organizational Development

I firmly believe people grow companies, companies grow healthy economies, and healthy economies enhance the quality of life. For this reason, I find great value in developing people and organizations by offering expertise in learning, leadership, and organizational development solutions to B2B and B2C clients.

My andragogical approach to learning and development is to use a mixture of reading, writing, role-playing, and discussion to explore issues and relate them to the lives of my clients and myself. A basic premise for any course that I've built and taught is that both my learners and I bring to the learning environment a wealth of knowledge from our personal and professional experiences. Those experiences coupled with empathy, transparency, and accountability to transform skills into performance is typically the ground upon which my content yield the highest return on investment for everyone involved.



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