

# MasterPass Program



## Month 1

### Part 1: Coaching - Lumina Spark

**[VIRTUAL] 1 hour**

You will be taken through your Lumina Spark report in a 1-2-1 coaching session by one of the faculty coaches. This is the first step in creating your individualised Credibility Project which focuses on your credible leadership and your areas of development.

 **Complete your Lumina Spark assessment**  
**[ONLINE] 1 hour**

## Month 2

### Part 2: Credibility Project small group coaching

**[VIRTUAL CLASSROOM] 3 hours**

You will be placed into small groups of 6 people if the cohort is 12 and will work with the MasterPass program lead faculty Professor Bill Kahn on designing your Credibility Project interviews following your initial coaching session and Lumina Spark report.

 **Action-based learning activity**  
**[SELF-PACED] 1-2 hours**

## Month 3

### Part 3: What does it mean to lead?

**[VIRTUAL CLASSROOM] 3 hours**

Working in your group of 6, this session will introduce the guiding theme of MasterPass which focuses on enabling you to understand how to gain increasing credibility in your work as emerging leaders. Outputs from your action-based learning will be used to shape your learning.

 **Action-based learning activity**  
**[SELF-PACED] 1-2 hours**

 **Credibility Project: touchpoint meeting with peer mentor** **[VIRTUAL] 1 hour**

## What is MasterPass?

MasterPass is a virtual learning program delivered through a series of masterclass modules for a cohort of 12 people working in small groups of 6 people over a 10-month period. The minimum cohort is 6 people and the maximum is 12. You can run multiple cohorts simultaneously.

Each MasterPass program is built on the stated and expressed needs of your business with content adapted to reflect the nuance and strategies of your organisation.

The MasterPASS program focuses on establishing credible leadership with learning underpinned by a personalised Credibility Project.

The learning and focus of each module is further embedded with short action-based learning activities following each virtual session.

Cohort members will work together in small groups and peer mentoring pairs as well as a whole group throughout the program.

These additional options can be added to your MasterPass program:

- Lumina Leader assessment and coaching.
- Gallup StrengthsFinder assessment coaching

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## Month 4

### Part 4: Career focus: a forward trajectory

[VIRTUAL CLASSROOM] 3 hours

Career success has been defined as getting what you want and wanting what you get. We explore what you want from your career as a credible leader and what's next for you.

 **Action-based learning activity**  
[SELF-PACED] 1-2 hours

## Month 5

### Part 5: Influencing Others

[VIRTUAL CLASSROOM] 3 hours

This session is for the whole cohort if there are 12 in total. Through a series of presentations, discussions, and exercises in a virtual environment, we examine in depth the strategies and skills by which to effectively influence others including partnering and effective leader-follower relationships.

 **Action-based learning activity**  
[SELF-PACED] 1-2 hours

 **Credibility Project: touchpoint meeting with peer mentor** [VIRTUAL] 1 hour

## Month 6

### Part 6: Speak like a leader

[VIRTUAL CLASSROOM] 3 hours

Interactive session in groups of 6 focusing on the art of presenting and getting your voice heard in preparation for the upcoming interactive sessions on storytelling and difficult conversations.

 **Action-based learning activity**  
[SELF-PACED] 1-2 hours

## Learning Overview

Modules include:

- What does it mean to lead? The sessions will focus on building the skills necessary to make the transition from manager to leader and establish what is credible leadership.
- Collaboration and sharing of professional challenges and experiences in a safe environment amongst peers in small groups
- 1-2-1 coaching for each participant

Part 1	Coaching
Part 2	Credibility Project - Group Work
Part 3	What Does it Mean to Lead?
Part 4	Career Focus
Part 5	Influencing Others
Part 6	Speak Like a Leader
Part 7	Manager to Leader: Storytelling
Part 8	Manager to Leader: Difficult Conversations
Part 9	Making Personalities Work for You
Part 10	Coaching

**Total Time Commitment:** 10-12 days

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## Month 7

### Part 7: From manager to leader: storytelling and conflicts

**[VIRTUAL CLASSROOM] 3 hours**

Specific areas of focus will include negotiating complex situations, effective communication strategies, strategic thinking. You will also have the opportunity to engage in influential storytelling.

 **Action-based learning activity**  
**[SELF-PACED] 1-2 hours**

 **Credibility Project: touchpoint meeting with peer mentor [VIRTUAL] 1 hour**

## Month 8

### Part 8: From manager to leader: difficult conversations

**[VIRTUAL CLASSROOM] 3 hours**

Interactive session where you will have prepared and role play a difficult conversation in pairs, sharing learnings as cohort of 6 or 12.

 **Action-based learning activity**  
**[SELF-PACED] 1-2 hours**

## Month 9

### Part 9: Making Personalities Work for You

**[VIRTUAL CLASSROOM] 2 hours**

By now you will have become familiar with your own Lumina Spark report, this whole cohort session will bring you together to see how you can apply your learnings when working with others.

## Month 10

### Part 10: Coaching - Understanding Self

**[VIRTUAL] 1 hour**

This follow-up and final wrap up session of 1-2-1 coaching will look at your Lumina Spark report together with the learnings from your Credibility Project.

 **Credibility Project: final touchpoint meeting with peer mentor [VIRTUAL] 1 hour**

## About us:

The MasterPass program is designed and run by The MOSAIC Collective. The founders, Claire Debney and Emma Sharpe, are former senior in-house lawyers and qualified coaches, with experience in creating and delivering bespoke learning programs for legal teams. These programs have won industry awards. The lead faculty is William Kahn, Professor of Organization Psychology at Boston University School of Management. You can find testimonials at [www.themosaiccollective.co/testimonials](http://www.themosaiccollective.co/testimonials).

## Contact

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