



STEP
UP 

Program

Step Up is a course for emerging women leaders with 7+ years of work experience.

It is offered as a public program for individuals to register and can also be run as inhouse course within organizations. It has 3 core parts:

STEP IN - Awareness of who we are, what are the experiences that has shaped us.

STEP OUT - Stepping out of the blocks and shadows that hold us back. This section includes Using specific practices and presence based tools to do this. Learn new actions you can take and begin using these immediately.

STEP UP - Define a step up action, stretch out of our comfort using the tools provided. Action these and be seen, heard and make an impact at work during the course.

Format



12 modules as a compact 4 months 100% online program when delivered as a public course. The same can also be delivered as a 6 -10 months program blended with face to face workshop and coaching too. This enable participants to apply the learning, come back with their wins and questions and be supported in group coaching.



Learning through video lessons, reflection sheets, 8 Live calls.



Participants start practicing change actions from week 1.

Curriculum

Module 1: **Self of the leader**

The Self of the leader is where one leads from. This module is about Understanding this 'Self' and what has shaped us. Be aware of early influences in life.

Module 2: **Assessments and New Actions**

Strengthening your awareness of the 'Observer'. Learn about Assessments and how to question your assumptions as well as ground your assessments. Learn how Holding onto ungrounded assessments closes possibilities at work.

Module 3: **Anatomy of Action**

Learning a new way of understanding actions, results and the value of conversations in creating the results you want.

Module 4: **Centrality of CARE**

Learn a key guiding principle that will energize our life and work. Define your own so you stay rooted in your CARE at all times.

Module 5: **My Inner Critic**

The voice in our head can fill us with self doubt. Grow your awareness of this voice and how it impacts you.

Module 6: **Inner Critic REDS**

Identify your unique Inner Critic REDS- they block your actions and stunt your potential.

Module 7: Inner Critic GREENS

Learn the powerful messages and mind body practice that will move you forward. These tools are for life long use and you will learn to craft this for yourself.

Module 8: The Five Finger Solution

The 5 finger solutions 5 distinctions that help us be in effective action, add value to self and your team. Learn the powerful move of Requests and learn about its Reds and Green moves.

Module 9: Offers

Learn about the move of 'Offers' and how significant this is to show up with your team, your boss and your clients. Learn why and how this is a leadership move. Learn about Offers Reds and Green moves.

Module 10: The Power of Promises

Making and managing promises are significant in shaping our public identity in our organization. Identify your Promise reds and greens and how you can change the way you hold Promises.

Module 11: Declarations

Declaring who you are. Identify your Declaration Greens.

Module 12: STEP UP Action

Choose a Step Up action, execute it. Get support as you do this.

Learning Outcomes

Outcomes are in 3 core areas: Self-awareness of limiting patterns at work, Self confidence with focus and the capacity to take bolder actions as well as changing their professional identity at work to be a contributor of value.

- Develop inner eyes and ears for yourself
- Overcome self doubt
- Show up with your presence
- Learn self care practices
- Tools for powerful conversations
- Define your new game
- Be seen and heard
- Stand rooted in your strengths

If you have any queries, you can also email Sai at sailaja@physis.co.in