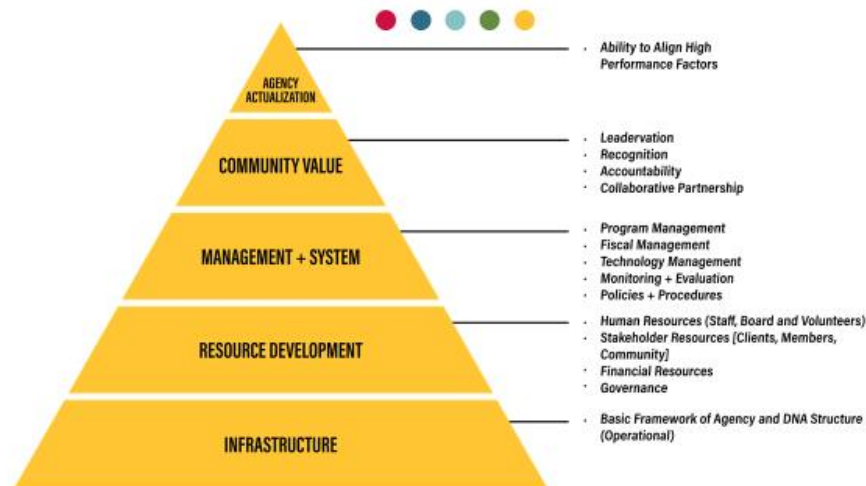


Sample Training Paradigms

A significant goal of Vision Que!'s Portfolio is to unleash infinite potential in leaders, and grow LEADERVATION™ pathways toward Excellence. This program is designed for Champions seeking to synergize and optimize their leadership blueprint. Visual 1 illustrates one of eight paradigms to assist leaders to understand the full landscape of high performance in community with major impacts. Each tier in the Paradigm is a customized training session or series developed and customized based on need.

Visual 1

LEADERVATION™ PARADIGM 2



The 2020-2025 Gold Vision for Vision Que!

The Hallmark of the company's 2020-2025 Plan for engaging clients is 'A Firm Commitment to First Class Service.' In our view, it is vitally important that we practice what we teach, therefore, Vision Que! engaged a methodological plan for Success 2020-2025. Success for us means success for our clients in every shape and form---beginning with unparalleled customer service. Other facets of actualizing the 2025 Gold Vision is the focus on major issues impacting the delivery of quality services at every level of organizations and partnerships via LEADERVATION™.

Sample Workshop & Training Opportunities

- A. **LEADERVATION™ for Organizational Management.** Pertains to capacity, capability and competency of CBOs, FBOs and PVOs to develop and manage effectively programming and administrative functions of the organization. This is a huge leadership and training issue with world-wide implications. Prevailing theme is leadership and organizational management.
- B. **Managing Knowledge and Preparing for Success.** This LEADERVATION™ workshop illustrates the need for the community to prepare to manage knowledge, skills and tools among its critical stakeholders and champions such that learning and participation are maximized. The PERFORM Model of quality assurance and excellence in programming is explored.
- C. **Obtaining High Performance Work & Achievement.** This LEADERVATION™ workshop explores the term “high-performance work” which refers to work processes used to systematically pursue ever-higher levels of overall organizational and individual performance, including quality, productivity, innovation rate, and cycle time performance. Models of success are explained.
- D. **Stewardship vs Ownership.** This LEADERVATION™ workshop explores the term stewardship as a paradigm-shifting way to view one’s role, along with the board, staff, funders, and oneself. Understanding that the nonprofit is rooted in its ownership by the community helps break the boundaries of turf and fragmentation that prevent sustainable impacts.
- E. **Program Planning, Monitoring & Accountability.** This LEADERVATION™ session highlights tips on focused program planning and how to develop solid and sound program activities which relevant supports for optimization. Understanding how to build a program and how to evaluate according to metrics is key to provision of quality service practices.
- F. **The Innovation Triangle and Heightened Response.** The issue of innovation is a mainstay in the business arena and one that is optimized for peak performance. The process of maximizing innovation infrastructure, a fostering climate, and a culture of relentless innovation speaks to the need for diverse community stakeholders to marshal together and engage in intersectional and cross-sectoral training and knowledge sharing. The LEADERVATION™ Paradigm is presented with worksheets and planning tools.
- G. **Relentless Betterment and Teamwork.** Innovation in any field, particularly community health and wellness speak to its successes via new products, new services, new treatments, and better processes. These issues relate to leadership via mechanisms for managing ever-present human dynamics such as chaos, creativity [emotions and feelings], competitiveness, response to demands, and motivated teamwork. How to meld all these important issues is to create a system of relentless betterment. Prevailing theme is LEADERVATION™ leadership and change management.

Modeling Success

A Gold-key feature of distinction is the development and utilization of program models created through years of experience and on-site technical engagement with clients in fulfillment of 'A Firm Commitment to First Class Service.' The models are user-friendly, yet impactful in illustrating and presenting critical elements and components of The Gold Vision program thrusts. The Vision Que! team maintains a tool box of cutting-edge resources created by reputable theorists and practitioners in order to frame each intervention within a contextual reality adaptable for knowledge transfer to clients. Such theorists include Peter Senge, Margaret Wheatley, Kaplan & Norton, Peter Drucker, Gary Hamel, John P. Kotter, etc. Models developed by Coleman include *LEADERVATION™* - The Hierarchy of High Performing Organizations (1998, 2019); The Management Innovation Triad (2007); Purpose Driven Leadership (2005); and Leadership Matrix (2005, 2008, 2020). The above sampling is offered for purposes of this Memo. Other workshop topics in the Vision Que! portfolio are available for customization.

VISION QUE! PRIMARY CONTACT

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Addressing the Quest for Excellence

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A handwritten signature in black ink, appearing to read 'J. Coleman', followed by a long, horizontal, sweeping flourish that extends to the right.