

Full Partner Leadership

REFLECTION TOOL

Design Leadership that Sticks, Scales & Sustains



STOP TRAINING LEADERS
START TRANSFORMING THEM

LEADERSHIP IS A SKILL, NOT A POSITION.

However, most leadership development efforts still treat it like a title you grow into, not a practice you build.

Too often, strategies focus on content over capability, leaning on conceptual frameworks and canned models that rarely shift how leaders actually show up. They miss the truth: Real transformation happens through experience, reflection, and emotional risk. **It's relational. It's embodied. And it moves at the speed of trust.**

At Full Partner Leadership, **we design experiences that move leaders from performing leadership to practicing it.** We train them to build trust, even where it doesn't exist. To lead through complexity. To become cultural change agents who generate innovation, belonging, and momentum.

This questionnaire is both a reflection guide and a leadership development audit. It's designed to help you uncover the gaps in your current approach and shift toward what actually creates change: leadership development that lives in the body, unfolds over time, and transforms culture from the inside out.

Inside, you'll find:

SECTION 1

The Learning
Experience

SECTION 2

Practicing Leadership
& Creating Trust

SECTION 3

Sustainable
Impact

Use it to reflect on your programs, spark team dialogue, or explore what's possible with an FPL partnership.

SECTION 1 THE LEARNING EXPERIENCE

REFLECTION QUESTIONS

1. Does your program land as a powerful experience rather than a traditional training?
2. Does it create healthy disruption—disorientation that invites new perspectives?
3. Does it prioritize experiential learning over passive consumption?
4. Are participants given space and tools for self-reflection—individually, in pairs, and in cross-functional coaching circles?
5. Do leaders walk away with new ways of seeing and the opportunity to experiment with new behaviors?
6. Is the program rooted in the here-and-now, making real-time dynamics visible and workable?
7. Are facilitators empowered to adapt the design in the moment to maximize relevance and learning?
8. Is there built-in pacing (overnights or intentional pauses) to allow for integration, renewal, and depth?
9. Does the experience take place offsite, protecting participants from the daily pull of meetings and tasks?
10. Does the design make room for emotional range, including moments of play, laughter, and shared humanity?

SECTION 2 PRACTICING LEADERSHIP & CREATING TRUST

REFLECTION QUESTIONS

11. Are real workplace dynamics used as material for learning, helping leaders shift unproductive patterns?
12. Are leaders given opportunities to take risks, practice vulnerability, and stretch their capacity for courage?
13. Does the program deepen psychological safety and trust—both in the learning space and as a takeaway skill?
14. Are there structured opportunities for breakthrough conversations and high-stakes interactions?
15. Are facilitators skilled in managing group energy, knowing when to raise the heat for transformation and when to lower it for safety?
17. Does your program keep people engaged with moments of uncertainty, emergence, and possibility?
16. Are leaders trained to navigate complexity and tension with greater resilience and adaptability?
18. Are leaders supported to clarify their values, name what matters most, and define the legacy they hope to leave?
19. Are they learning to create trust, even in environments where it has been eroded or is absent?
20. Are leaders actively developing leadership as a learnable, practicable skill and not just assuming it follows from position or title?

SECTION 3 SUSTAINABLE IMPACT

REFLECTION QUESTIONS

21. Does your program leave a strong emotional imprint that remains accessible as a lived memory?
22. Do participants describe it as a pivotal moment in their leadership journey?
23. Is the program equally impactful for both seasoned executives and emerging leaders?
24. Does it include mechanisms for reinforcement and continued practice back on the job?
25. Does the program support peer coaching and feedback that continues post-session?
26. Do leaders begin to see themselves as cultural change agents inside their organizations?
27. Does it surface painful or entrenched patterns in the organization and create space to work them differently?
28. Is learning personalized and inductive, meeting participants where they are rather than applying a one-size-fits-all approach?
29. Do participants receive clear feedback on their leadership impact?
30. Are leaders held accountable for embodying corporate values and leadership behaviors?

FINAL REFLECTION

SYNTHESIS

1. What stood out most as you moved through these questions?
2. What do you most want to understand, or reimagine, about your current approach?
3. What do you want to see different or changed in your leaders in the future?
4. How do you want to see leaders impacting the company culture?

DESIGNING LEADERSHIP DEVELOPMENT

DESIGNING LEADERSHIP DEVELOPMENT
THAT STICKS

Traditional leadership training fades as soon as participants return to their desks. Lasting change requires more than concepts and slides. It takes experiences that challenge, engage, and transform.

Experiential learning offers a powerful approach to leadership development through its design, content, and process, generating safety *and* breakthroughs.

EXPERIENTIAL LEARNING

STRATEGY

- Engages head, heart, and gut for whole-self learning
- Practices desired mindsets and skills in real time
- Co-creates knowledge through live peer interaction
- Builds safety progressively to allow vulnerability and risk-taking
- Stays energized as each moment brings new, unexpected insights
- Collaborates, receives immediate feedback, and applies learning on the spot
- Forges deeper relationships that extend beyond the experience
- Embraces the challenges that spark breakthrough leadership growth

CONTENT

- Uses a “less is more” mindset to focus on what matters most
- Introduces content in multiple ways—video, reading, scenario, simulation, or experiential activity
- Brings concepts alive in the room where leadership skills are practiced here & now
- Schedules time for reflection individually, in pairs, and in groups
- Creates space for each learner to define their own key takeaways
- Provides time for application and integration into current situations
- Connects past, present, and future by threading themes throughout
- Layers learning so each new activity expands insights and impact

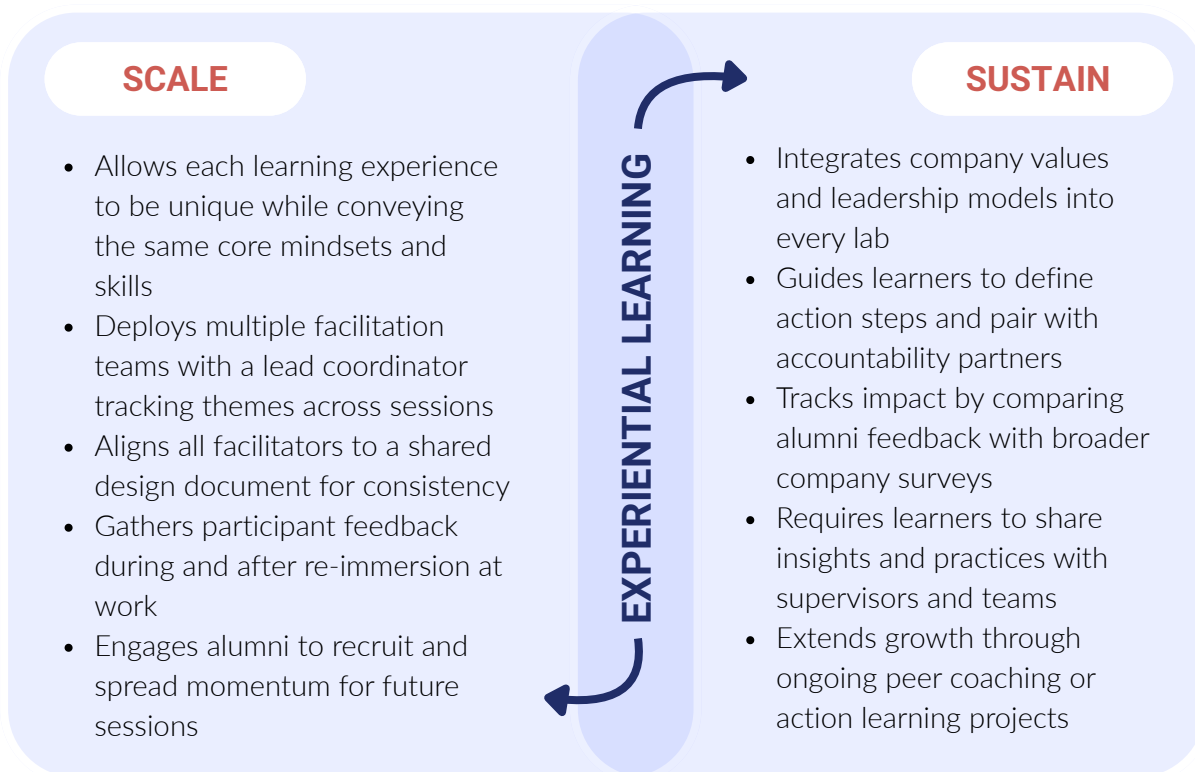
PROCESS

- Establishes a safe container with clear operating agreements
- Invites participants to share hopes and concerns for the learning experience
- Clarifies facilitator roles—expert, process consultant, or activity guide
- Balances and paces intensity with time to absorb, integrate, and play
- Redesigns in the moment based on group needs and dynamics
- Encourages co-facilitation to manage intensity and complexity
- Uses ongoing facilitator check-ins to notice and adjust design
- Relies on strong group process skills, self-awareness, and timely intervention

DESIGNING LEADERSHIP DEVELOPMENT

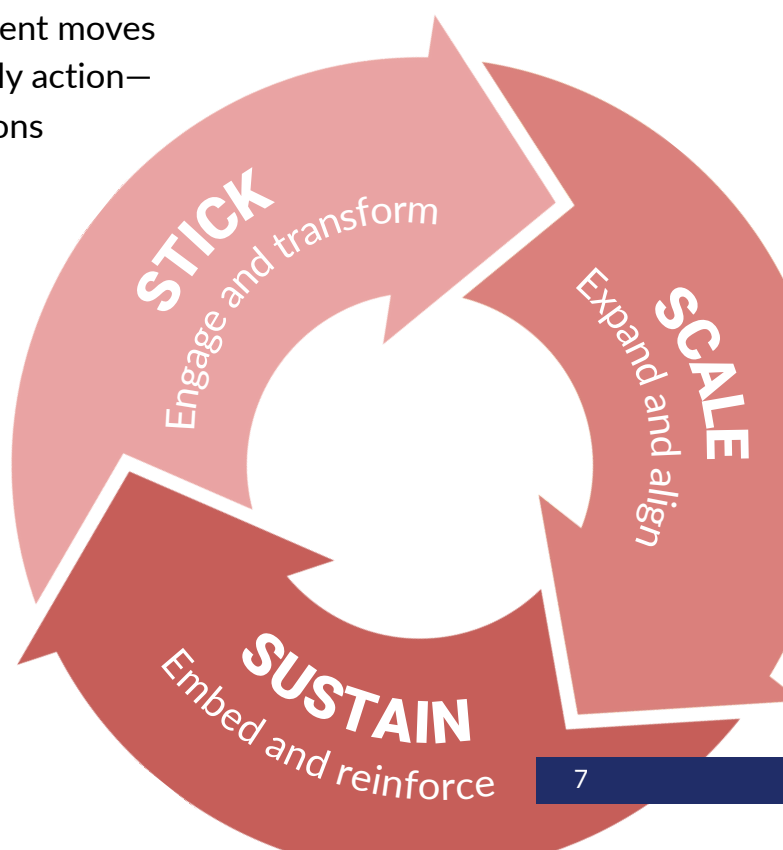
DESIGNING LEADERSHIP DEVELOPMENT THAT SCALES & SUSTAINS

Experiential learning does more than spark transformation in the moment. It can be designed to **scale across the organization** and **sustain over time**, embedding new mindsets and practices into the cultural fabric of your workplace for generations of leaders.



When leadership development moves from the classroom into daily action—and stays there—organizations unlock real transformation.

Experiential learning can be designed to stick, scale, and sustain, becoming a powerful practice that engages leaders fully, equips them with the skills that matter, and embeds growth into the culture.



WHAT YOUR L&D STRATEGY MIGHT BE MISSING

This reflection tool is just the beginning.

If these questions sparked curiosity, or surfaced gaps, you're not alone. **Most leadership development efforts fail** to create real behavior change because they focus on information over integration. **They overlook how leaders actually grow**—through real-world experience, emotional risk, and embodied practice.

At Full Partner Leadership, we begin with a **Leadership Development Audit**, a diagnostic engagement that helps you assess your current approach, surface blind spots, and uncover what's needed to **shift from transactional training to transformational growth**. It's the foundation for designing leadership programs that build trust where it doesn't yet exist and **develop leadership as a skill, not a status**.

From there, we offer targeted, high-impact programs that meet your leaders where they are and move them toward what's next.

[Explore our services](#) ----->

READY TO TAKE THE NEXT STEP?

Whether you're rethinking your strategy or building something from the ground up, our **Leadership Development Audit** helps you start strong—with clarity, alignment, and insight.

We're here to partner with you. Full Partner Leadership is ready to walk alongside you, both as your expert guide or thought leaders helping you shape your next move.

Contact us to get started today.

HOW WE TRANSFORM LEADERSHIP & CULTURE

Most programs talk about leadership. **We teach leaders how to transform.** At Full Partner Leadership, we design bold, immersive experiences that shift how leaders think, relate, and act—from the inside out:

What Sets Us Apart

EXPERIENTIAL & TRANSFORMATIVE

We challenge mindsets, disrupt unproductive habits, and equip leaders with real-world skills that stick.

RESULTS THAT LAST

We integrate seamlessly with your existing L&D structures, leadership models, and cultural goals—enhancing what works and shifting what doesn't.

PROVEN IN HIGH-STAKES ENVIRONMENTS

From Fortune 100s to government agencies, we help senior leaders lead through uncertainty, complexity, and change.

MASTERS OF COMPLEXITY

Our facilitators are experts in navigating power, identity, trust, and conflict—making these conversations practical, human, and deeply relevant to your workplace.

Contact us to begin. [----->](#)

How We Build Cultures that Thrive

Our **Facets of a Thriving Culture diamond** guides how we diagnose, design, and develop leadership and culture-building strategies. It defines the conditions people and organizations need to thrive:



A CULTURE OF BELONGING

Where people feel seen, valued, and respected



A CULTURE OF TRUST & COLLABORATION

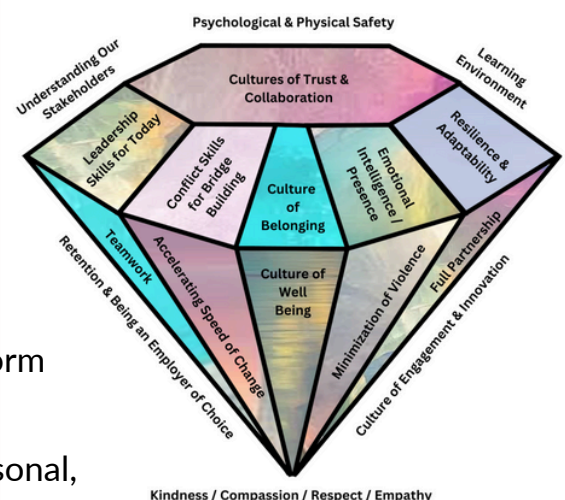
Where expectations are clear, commitments are kept, and relationships are strong



A CULTURE OF WELL-BEING

Where people have the clarity and support to perform their best

Surrounding those outcomes are the emotional, interpersonal, and systemic skills leaders need to cultivate cultures of safety, resilience, innovation, and full partnership.



FULL PARTNER LEADERSHIP SERVICES

At Full Partner Leadership, we deliver high-impact leadership development, whether you need a one-time intensive or a scalable, organization-wide rollout.

ASSESSMENTS

LEADERSHIP ASSESSMENTS & CULTURE TRANSFORMATION

Build a clearer picture of your leadership landscape. Use diagnostic tools to understand team dynamics, culture blockers, and capacity gaps—and chart a path forward.

THE QUANTUM LENS LEADERSHIP EXPERIENCE

A foundational experience that helps leaders see themselves, others, and systems more clearly—so they can lead more effectively across difference, complexity, and change.

INTENSIVES

FULL PARTNER LEADERSHIP SUMMIT

Tackle dysfunction, increase collaboration, and develop breakthrough capacity in high-stakes environments. Ideal for fast, focused leadership development with immediate impact.

FULL PARTNER LEADERSHIP LAB

Deepen mindset, skill, and presence through immersive practice and coaching. For senior leaders and teams ready to lead cultural change from the inside out.

CATALYSTS

TOPICAL DEEP DIVES

Short-form sessions tailored to the challenges your teams are facing. High-relevance, high-engagement, high-application.

KEYNOTE SPEAKING & LEADERSHIP TALKS

Bring provocative ideas and fresh perspective to your team or event. Grounded, real, and designed to spark new ways of thinking and leading.

OUR IMPACT

140K

EMPLOYEES IMPACTED = LEADERSHIP AT SCALE

We trained 300 VPs, 1,200 directors, and every leader and supervisor at a global company, embedding leadership development across the organization

33%

SUSTAINED BEHAVIOR CHANGE

Four months post-program, leaders' listening skills remained 33% improved.

+8

INCREASED LEADERSHIP EFFECTIVENESS

Direct reports rated supervisors who completed our programs with +8 points greater in trust, integrity, and leadership effectiveness.

70%

LEADERSHIP SKILLS EXCEED ROI

Leadership skills gained through our programs exceeded business expectations by 70%, delivering significantly greater returns than projected and far outweighing program costs.

40

YEARS OF LEADERSHIP EXCELLENCE

For four decades, we've equipped leaders with the skills to lead with clarity, drive innovation, and build high-performing teams.

33

COUNTRIES ACROSS INDUSTRIES

We've trained leaders in Fortune 100 companies, government agencies, and multinational enterprises spanning 33 countries to navigate complex global challenges and drive results worldwide.

Full Partner Leadership

ABOUT US

We create culture change agents through leadership development work so your organization learns new ways to solve complex problems. We are best at experiential learning that engages the heart. This enables breakthroughs in the capacities leaders need today to thrive in a world of constant change. In the end we do three things: Shift mindsets, build skills, and create powerful new partnerships.

CONTACT US



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