

## SESSIONS (CONTINUED)

### SESSION 5: Success Redefined – What Does Winning Look Like Now?

#### Objective:

*Reflect on how your definition of success has evolved — and where to grow next.*

- Share your version of success as a leader today
- Explore the gap between success and satisfaction
- Challenge the “busy = valuable” narrative
- Design a sustainable leadership rhythm

#### Tool Introduced:

*Success Alignment Grid*

### SESSION 6: Celebration + Expansion

#### Objective:

*Celebrate collective growth and set next-step commitments for continued evolution.*

- Highlight personal and group breakthroughs
- Discuss what’s changed in mindset, habits, and courage
- Co-create a “sustain and stretch” action plan
- Final networking celebration and peer accountability matching

#### Tool Introduced:

*Shine Forward Plan: Shine with Schaefer, LLC*



#### BONUS OPTIONS

- Group chat or online community for accountability
- 1:1 coaching session with instructor
- Optional guest spotlight speaker

## INSTRUCTOR SPOTLIGHT

Lisa Schaefer is an NICC Business and Community Solutions trainer, teacher, counselor and small business owner with over 20 years of experience in education and sales. She is certified as a facilitator of the John Maxwell Leadership Curriculum and Daniel Pink Drive Curriculum. Lisa is an expert in employee engagement, organizational psychology and service success strategies and has served as a professor, staff development professional and counselor. Her experiences includes working for Walt Disney World, hosting on-air radio programs, as well as over 15 years of education, corporate training and executive coaching experience. She holds a Masters Degree in Counseling and is a Certified Counselor and John Maxwell Leadership Coach.



### Learn More.

► [nicc.edu/leadershipacademy](https://nicc.edu/leadershipacademy)



#### Bailey Kloft

*Career Development &  
Business Partnership Lead*

844.642.2338, ext. 3140  
[kloftb@nicc.edu](mailto:kloftb@nicc.edu)



Business and Community Solutions



# Leadership Mastermind



# Leadership Mastermind

#103135

Nov. 2025 - April, 2026

9-10:30 am

Location:

Tuesday, Nov. 11 | Town Clock Business Center, Dubuque

Tuesday, Dec. 9 | Town Clock Business Center, Dubuque

Tuesday, Jan. 13 | Virtual

Tuesday, Feb. 10 | Virtual

Tuesday, March 10 | Town Clock Business Center, Dubuque

Tuesday, April 14 | Town Clock Business Center, Dubuque

Cost: \$495

Join us on a six-month journey designed to strengthen your leadership skills and grow your professional network. The Leadership Mastermind Program offers an opportunity for seasoned leaders to connect, reflect and evolve together.

Each month, participants gather for a 90-minute session—offered in a dynamic blend of in-person and virtual formats. With small cohorts, the experience ensures personalized engagement and meaningful relationships.

Every session includes:

- A leadership hot seat or mastermind round
- Group coaching and peer feedback
- Strategic leadership development content
- Networking opportunities with like-minded professionals

Through these expertly facilitated conversations, participants will celebrate leadership wins, tackle challenges, discover real-time solutions and unlock their leadership identity.

## GENERAL SESSION AGENDA

- Welcome & Connection Warm-Up
- Spotlight (Hot Seat or Mini-Case Study)
- Facilitated Topic & Tool
- Roundtable Reflection
- Commitment to Action: Shine with Schaefer, LLC



## ELEVATE YOUR LEADERSHIP. EXPAND YOUR NETWORK.

### SESSION 1:

#### Kickoff – Your Leadership Lens

##### Objective:

*Reconnect with your leadership identity and define what you want from the mastermind experience.*

- Define your current leadership challenges and wins
- Establish mastermind goals
- Network with intention: share a “leadership lens” story

##### Tool Introduced:

*Leadership Identity Map*

### SESSION 2:

#### When Confidence Collides with Doubt

##### Objective:

*Identify and normalize fears and self-doubt in leadership while building mental resilience.*

- Explore imposter syndrome, self-doubt and perfectionism
- Understand how fear shows up in decision-making
- Share fears that leaders don’t often say out loud
- Co-create confidence rituals

##### Tool Introduced:

*Fear-to-Fuel Worksheet*

### SESSION 3:

#### Leading People is Messy – Let’s Talk About It

##### Objective:

*Create psychological safety to discuss team challenges and difficult dynamics.*

- Mastermind team-related case scenarios
- Discuss boundaries, burnout and trust erosion
- Share coaching techniques to address resistance
- Explore how to lead with empathy and accountability

##### Tool Introduced:

*Difficult Conversation Blueprint: Shine with Schaefer, LLC*

### SESSION 4:

#### Influence Without a Title – Strategic Impact

##### Objective:

*Elevate your strategic thinking and influence even when you’re not “in charge.”*

- Discuss positional vs. personal power
- Share influence tactics for complex organizations
- Explore how to pitch ideas and advocate effectively
- Create your “Visibility & Voice Plan”

##### Tool Introduced:

*Power, Politics & Purpose Canvas*