F.

HUMAN-CENTERED CULTURE™

A Focal Point Coaching Firm

EXECUTIVE PROGRAM GUIDE

The Leadership System™

A strengths-aligned operating system for clarity, capability, culture, and sustainable leadership.

THE PROGRAM

This is not performance coaching. This is system installation — a complete leadership operating system designed to eliminate recurring friction, reduce emotional labor, and help you lead sustainably from your natural strengths.

REBECCA JORGENSEN, PHR · FOCAL POINT CERTIFIED EXECUTIVE COACH

WHAT THIS PROGRAM IS

A complete operating system

Not coaching. System installation — designed for leaders who want clarity, capability, and sustainable rhythm.

01 — THE LEADERSHIP SYSTEM™

- Eliminate recurring leadership friction
- Build clarity, accountability, and alignment
- Reduce emotional labor and overfunctioning
- Lead sustainably from your natural strengths
- Create a team that owns the work

02 — WHO IT IS FOR

- Overwhelmed by competing priorities
- Carrying too much of the team's work
- Struggling with unclear expectations
- Want to lead from strengths, not stress
- Want a team that takes ownership
- Want sustainable leadership, not burnout

IDEAL FOR

Executives · Directors · Managers · Founders
High-Potential Leaders · HR / OD Partners · Team Leads

THE 4-STAGE JOURNEY

From diagnosis to design

An architectural journey — moving from diagnosis to design to installation.

01 Leadership System Audit™ · DIAGNOSTIC

- Your top 3 systemic root problems
- Strengths overuse / underuse / misuse
- Strengths-system conflicts
- Patterns driving recurring challenges

02 The Blueprint Session™ · 60 MINUTES

- See the architecture of your current system
- Understand why your challenges are predictable
- See how strengths have worked against the system
- Experience the moment of clarity
- Identify your 90-day outcomes

FROM INSIGHT TO ARCHITECTURE

Design. Install. Sustain.

03 System Design Session™ · 60–75 MINUTES

- Align your strengths with system design
- Define the structural changes your system needs
- Identify the leadership behaviors required
- Build your 90-day roadmap
- Create your personalized System Design Map

04 12-Session System Installation™ · SESSIONS 4–15

- Strengths-aligned leadership coaching
- System installation and accountability rhythms
- Communication frameworks & decision structures
- Emotional load reduction
- Capability development & culture alignment

THE OUTCOME

Your new operating system becomes real — and self-sustaining.

WHAT YOU WILL EXPERIENCE

Clear. Confident. Sustainable.

Clarity

- Clear expectations
- Aligned priorities
- Predictable communication
- Reduced rework

Culture

- Consistent accountability
- Healthier conflict
- Stronger psychological safety
- Aligned norms & behaviors

Capability

- Increased ownership
- Stronger decision-making
- Improved delegation
- Accelerated development

Lightwell

- Reduced emotional labor
- Increased energy
- Sustainable rhythms
- Identity-aligned leadership

WHAT'S INCLUDED

Everything you need

Leadership System Audit™
Full diagnostic + strengths utilization audit + systemic pattern analysis.

60-Minute Blueprint Session™
Your personalized system architecture + 90-day outcomes.

System Design Session™
Your strengths-aligned operating system + System Design Map.

12-Session System Installation™
Sessions 4–15 — twelve sessions to install your system.

One-Page Tools for Every Topic
Built with you, live in each session — one page you'll actually use.

TOOLS & TEMPLATES

Full access to the Leadership System Ecosystem

Delegation Matrix • Accountability Rhythm • Decision Framework
Communication Templates • Culture Alignment Map • Trust Builder Map

YOUR COMMITMENT

Alignment, not perfection

To get the full transformation, you commit to:

- Showing up consistently
- Practicing strengths-aligned behaviors
- Implementing one system component per week
- Being honest about patterns
- Staying in the system, not the story

> ***This is not about perfection. This is about alignment.***

07 — WHAT BECOMES POSSIBLE

By the end of the program, you will have:

- A fully installed leadership operating system
- Strengths-aligned decision frameworks
- Clear expectations and accountability structures
- A team operating with clarity and ownership
- A leadership identity that feels natural and powerful
- Sustainable rhythms that protect your energy

Leadership becomes easier. Your team becomes stronger. Your system becomes self-sustaining.

SECTION 08 · CLOSING REFLECTION

Your next step.

If you're ready to build a leadership system that matches who you are —

BEGIN HERE

The Leadership System Audit™

This is where your transformation begins.