

JOVAN GLASGOW



Leadership Expert

MANAGER ACCELERATION DEVELOPMENT PROGRAM

DEVELOP FUTURE FOCUSED MID-MANAGERS WHO LEAD WITH CLARITY AND CONFIDENCE

ABOUT THE PROGRAM

82%

of managers who enter management positions report having had no formal leadership or management training

70%

of the variance in team-level engagement is driven by the manager — not the company, the pay, or the role.

5pts

manager engagement dropped in a single year (27% → 22%) — the steepest decline Gallup has recorded.



Most managers are promoted for being great at the job — then handed a team with no training in how to lead people. MADP closes that gap.

The Manager Acceleration Development Program is Glasgow International's flagship mid-level leadership program — built for the managers and supervisors who make up the backbone of your organization, but who were never formally taught how to lead. Rooted in the same PX3 Methodology™ (Mindset, Heartset, Skillset) behind Jovan's senior-leadership work, MADP addresses the beliefs underneath the skills — not just the skills themselves.

Your managers walk in performing competence. They walk out with **conviction**.

MANAGER ACCELERATION DEVELOPMENT PROGRAM

PROGRAM OUTLINE—
GLASGOW INTERNATIONAL
LEADERSHIP INSTITUTE



MANAGERS ARE PROMOTED FOR BEING
GREAT AT THE WORK, NOT FOR
KNOWING HOW TO LEAD THE PEOPLE
DOING THE WORK.
THEY HAVE THE SKILLS.
THEY DON'T HAVE **THE BELIEFS.**

BUILT ON PX3

Every module addresses Mindset (what you believe about people), Heartset (the conviction to stay in hard moments), and Skillset (the practical technique).

TWO TRACKS

Both available now, matched to your organization's specific goals and readiness.

Track 1

LEADING TEAMS

Module 1: Team Dynamics & Development

- Understanding Team Roles and Responsibilities
- Stages of Team Development
- Creating Psychological Safety
- Facilitating Team Collaboration Tools

Module 2: Effective Communication

- The Importance of Communication in Leadership
- Active Listening
- Adapting Communication Styles to Different Audiences
- Providing and Receiving Constructive Feedback
- Building a Culture of Open and Transparent Communication

Module 3: Motivation & Engagement

- Identifying and Addressing Team Motivators
- Strategies to Enhance Team Engagement
- Recognizing and Rewarding Team Achievements
- Employee Recognition Programs
- Building Engagement Through Development Opportunities
- Maintaining Engagement Over Time

Module 4: Decision-Making & Problem-Solving

- Foundations of Decision-Making and Problem-Solving for Leaders
- Collaborative Decision-Making Processes
- Creative Problem-Solving Techniques
- Building Consensus Within the Team

Module 5: Conflict Resolution for Teams

- Basics of Conflict Resolution for Leaders
- Active Listening for Conflict Resolution
- Proactive Conflict Resolution
- Techniques for Addressing Persistent Conflicts
- Post-Conflict Reflection and Team Recovery





TRACK 2

LEADING IN THE AGE OF AI

Module 1: The Identity Shift — From Doer to Delegator

- Core belief disruption: your value was never your output, it was your judgment
- The three identity traps: The Protector, The Resister, The Abdicator
- PX3 Mindset: what you believe about your own relevance determines whether you leverage AI or compete with it
- PX3 Heartset: the fear underneath AI resistance

Module 2: Human-AI Team Dynamics

- Leading a team that includes both humans and machines
- Redefining roles: what humans own vs. what AI owns
- The delegation framework: task complexity × human judgment required
- Tuckman's model applied to human-AI teams

Module 3: Leading Teams Through Digital Disruption

- Change leadership for the AI era — the Transition Formula (Uncertainty → Fear → Narratives → Responses)
- Six responses to AI change: denial, resistance, compliance, confusion, grief, acceptance
- Building psychological safety when people fear being replaced
- The leader goes first

Module 4: Decision-Making in the AI Era

- When to trust the algorithm and when to override it
- The confidence-competence gap in AI
- Bias, transparency, and accountability
- The "trust but verify" leadership protocol

Module 5: The Human Advantage — Leading What AI Can't

- The irreplaceable leadership functions: conviction, empathy, moral judgment, context, relationship-building
- Why AI makes soft skills harder, not softer
- Building a team culture that values human judgment alongside AI efficiency
- The future-ready manager

ABOUT JOVAN

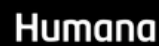


**"HE DOESN'T JUST
ENERGIZE ROOMS — HE
CHANGES WHAT PEOPLE
BELIEVE."**

Jovan Glasgow is a leadership development expert and performance architect who helps leaders and organizations close the Belief-Behavior Gap — the unexamined beliefs quietly limiting how they perform. Through his proprietary PX3 Methodology™, he has built the Manager Acceleration Development Program to develop the Mindset, Heartset, and Skillset leaders need to lead with conviction. A Top 30 Global Speaker and Top 10 Motivational Speaker (Yahoo Finance) featured on NBC, Jovan has worked with Fortune 500 companies, government agencies, and high-growth teams nationwide.



TRUSTED BY



TESTIMONIALS



TAILORED TO OUR TEAM

"He met with the team leader a few times prior to ensure he understood our group's dynamic and tailored his message... It wasn't just someone talking at people for an hour."

— Rebeccas O.



FOR EVERY LEVEL OF LEADERSHIP

"This program is appropriate for all levels of leadership. The framework for effective, impactful communication is applicable to every situation and interaction. I highly recommend it for all leaders and organizations of all size."

— Neil R.



NEXT LEVEL AND UNMATCHED

"Jovan's 6 Principles for Leading Lean were powerful and on point! His ability to inspire leaders through his captivating presentations is next level and unmatched."

— Crystal K.



AN EXTREME VALUE ADD

"An extreme value add to our organization. Everyone is looking forward to having Jovan back and soon!"

— Christopher P



A CATALYST FOR GROWING TEAMS

"He delivers powerful and timely points on how leaders can not only survive but use it as a catalyst to better and grow their teams. These vital changes in perspective are serious game changers for how corporate leaders are stewarding those in their charge."

— Adrienne K.

BOOK JOVAN

LET'S BRING
JOVAN TO
YOUR TEAM

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DALLAS-FORT WORTH, TX —
AVAILABLE NATIONWIDE

