SMILE LEADERSHIP INSTITUTE

6-MONTH AND 12-MONTH PROGRAMS

The Leadership Shift.

Your managers were promoted for their talent. Now give them the tools to be people leaders.

In 6 or 12 months, The Leadership Shift turns overwhelmed managers into confident, trusted leaders who handle the hard conversations, keep their best people, and lead without running on empty. Full-day training, group coaching, and a leadership assessment, delivered by licensed clinicians and certified coaches.

WHY IT MATTERS

Your leaders are carrying more than anyone sees: hard conversations, emotional pressure, and teams with stress of their own. When leaders burn out, culture and retention follow. The Leadership Shift builds the skills and the capacity to lead intentionally.

CORE CURRICULUM · MONTHS 1 TO 6

1. Emotional Intelligence
Self-awareness, regulation, and leading with empathy under pressure.

2. Effective Communication
Clear expectations, feedback, and the conversations leaders avoid.

3. Psychological Safety
Build teams where people speak up, take ownership, and trust you.

4. Trauma-Informed Leadership
How stress and past experience show up at work, and how to respond well.

5. Conflict and Accountability
Address issues early, hold people accountable, and turn tension into progress.

6. Self-Care and Capacity
Boundaries, rest, and rhythms that keep leaders strong for the long run.

SIGNATURE TRACK ADDS · MONTHS 7 TO 12

- Leading from Your Strengths
- Coaching Skills for Managers
- Building Resilient Teams
- Mental Health Spot Checks
- Leading Change and People-First AI
- Capstone Leadership Project

WHAT CHANGES

- Leaders who handle hard conversations
- Less leader burnout and turnover
- Higher psychological safety scores
- Teams that trust and stay

EVERY COHORT INCLUDES

Monthly full-day training
Immersive, hands-on sessions, virtual or on site, built around one core skill each month.

Group coaching circles
Small-group sessions where leaders practice the skill, work through real challenges, and hold each other accountable.

Leadership assessment
One assessment per leader, your choice of 360 feedback, EQ-i 2.0, or CliftonStrengths, with a personal debrief.

CHOOSE YOUR PATH

Foundations · 6 months
6 full-day trainings, monthly group coaching, and one leadership assessment per leader.

Starting at $65,000 · $6,500 per leader

Signature · 12 months
Everything in Foundations, plus 6 advanced training days, continued group coaching, and a mid-point reassessment.

Starting at $115,000 · $11,500 per leader

Pricing based on a cohort of 10 leaders. Additional seats and payment plans available. 1:1 executive coaching available as an add-on.

Book a 30-Minute Strategy Call

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SMILE Therapy Services