

Transforming Success® Virtual

McDonald Graham's flagship curriculum-based coaching program for groups, Transforming Success® is now available in an online, blended learning model making the workshop accessible to groups in any geographic area.



Our *in-person* Transforming Success® workshops have previously been available only to companies located in the Birmingham and Atlanta areas. Our *virtual* program makes the workshop accessible to groups in any geographic area.

We have helped over 2500 participants address recurring challenges that professionals face that can inhibit their development as leaders and contribute to dissatisfaction with their careers and their lives. This program focuses on skill sets that are often overlooked in traditional leadership development but that are essential for all of us to function at our best in every role in our lives.

This workshop is a great fit for:

- Leaders who seek continuous growth and want to understand themselves and others better
- High potential employees at risk of burning out
- People who want to make a change but don't know how or where to start

Transforming Success® is for current and emerging leaders. It is the essential "primer" every leader needs to prepare them for future development.

Included in the program:

- Seven live virtual sessions facilitated by Dr. Julie McDonald and Dr. Lisa Graham, including real-time coaching
- Pre-recorded videos and reading material before each session
- Online discussions between sessions with cohort members, Julie, and Lisa
- Tools that are grounded in solid psychological research and best practices
- A psychologically safe space to have real conversations about what truly matters to you
- Honesty, support, and humor from Julie and Lisa and your fellow participants
- Ongoing access to your small cohort of fellow participants after the program ends



Curriculum, Time Commitments & Cohorts

The Transforming Success® Virtual program includes pre-recorded videos, online discussion in which Julie and Lisa participate, and live virtual sessions facilitated by Julie and Lisa. In each of our live sessions, we dive deeply into one of the six modules of the Transforming Success® program, using interactive exercises and small group discussions. Each module provides a tool the participant can use immediately to make changes that bring her closer to creating a life and career that are aligned with who she is and what she needs to function at her best.

The program is designed around seven 2.0-hour live virtual sessions — typically with two-weeks between each session to allow the participant to digest the material, implement the tools learned, and prepare for the next session. A 45-to-60-minute pre-recorded video is released prior to each session to allow for asynchronous learning. The time required to participate in online forum discussions and to consume bonus material depends on how fast the participant works and how deep she wants to go. We recommend setting aside 20-30 hours to complete the program, about 2.0 hours per week.

The group coaching format of our program is an important element of the curriculum. The format builds rapport among participants and ensures accountability and continuity between sessions; it also fosters the development of a new support network that we hope will continue to benefit participants long after the program has ended. Online communication between sessions extends the opportunity for relationship-building and provides participants with support for real-time practice integrating the tools.



Session 1:
Welcome &
Getting Started

During our first session together, the focus will be getting to know the members of your cohort and orienting you to the platform and tools we will be using during the workshop.

Between
Sessions 1 and 2

Online discussion & Myth of Work-Life Balance Video released



Session 2:
Myth of Work-Life
Balance

Yes, it's a myth! We guide participants through the process of rejecting the unattainable standard of work-life balance and introduce them to a model that better reflects the reality of their lives.

Between
Sessions 2 and 3

Online discussion & Invisible Barriers Video released



Session 3:
Invisible Barriers

Many of us keep trying to address the same issues over and over without success. We help participants identify and alter the invisible psychological barriers that prevent them from making the changes to which they are sincerely committed.

Between
Sessions 3 and 4

Online discussion & Change What You Can Video released

Transforming Success[®] Virtual



Session 4: Change What You Can

Once the invisible barriers to change are identified, participants are encouraged to focus on changing what they can — their own perspectives and responses. And participants learn to design and deploy a quasi-experimental approach to testing these perspectives and responses.

Between
Sessions 4 and 5

Online discussion & Honor Your Personal Bandwidth Video released



Session 5: Honor Your Personal Bandwidth

We all want to be able to do as much as – or more than – those around us are doing. (Or at least what we think they are doing.) Julie and Lisa lead participants through the process of identifying their personal resources (and their limits) and support them as they commit to living within their personal bandwidths.

Between
Sessions 5 and 6

Online discussion & Flourish Through Strengths Video released.
Participants complete the online VIA Survey of Character Strengths



Session 6: Flourish Through Strengths

We focus so much on trying to fix or hide our weak spots that we forget the importance of nurturing (and enjoying) our natural strengths. Participants are encouraged to discover ways to purposefully recognize and incorporate their character strengths into their lives to increase motivation, satisfaction, and energy.

Between
Sessions 6 and 7

Online discussion & Enhance Personal Power Video released



Session 7: Enhance Personal Power

We often try to emulate others' definitions of excellent leadership rather than realizing that being an authentic human is the essential foundation of effective leadership. Participants learn how to make and act upon decisions that are aligned with who they truly are.

I have had the privilege to attend many leadership training courses and Transforming Success[®] is by far the best. I am happier at both home and work as I use my unique blend of assets to reach my goals.

– Melanie Morris MD, Associate Professor of Surgery, University of Alabama at Birmingham and Chief of General Surgery, Birmingham VA Hospital