

Leadership Development Funding Request

I would like to request funding support for a leadership development initiative for myself. The request is for the membership investment of \$2,500 plus GST for a year-long commitment to join a SAGE Forum offered through David Irvine, plus support for the time from work to participate in the virtual monthly meetings.

What is a SAGE Forum?

A SAGE Forum consists of 8 - 12 individuals who meet regularly with a trained facilitator (a member of the David Irvine team) to explore personal and professional ideas and experiences in a confidential environment, and to support one another in living a life that is focused on creating true meaning and purpose for each of the members.

The focus of a SAGE Forum goes beyond traditional peer advisory groups, which are primarily focused on business, and is more about assisting each member to become a more fulfilled person with greater clarity and purpose in all aspects of their life, *including* their careers. To become truly self-aware, we have to understand our self and how others see us. Learning how others see us is usually thwarted by one simple fact – even the people we're closest to are reluctant to share such information truthfully. If the first barrier to external self-awareness is other people's reluctance to tell the truth, the second is our reluctance to ask for it.

Meetings are virtual, 3.5 to 4 hours long, and held every 4 – 6 weeks for a year. Each meeting follows a structured agenda which includes housekeeping, review of confidentiality, a self-awareness exercise and/or an educational presentation, personal updates, and a member presentation on an issue they want feedback on.

Why join a SAGE Forum?

The primary benefit of being a member in a SAGE Forum is to become a more impactful leader in all aspects of my life. One of the most effective leadership skills to develop for success in the 21st century is to become more self-aware. **And the most effective and fastest way of becoming more self-aware is through the honest and caring feedback from a peer mentorship group.**

One of the pillars of emotional intelligence (EQ) is self-awareness – having a comprehensive grasp of who you are as a person and as a leader, and how you show up in the world. There's plenty of research suggesting that EQ – the ability to identify and regulate one's emotions and empathize with the emotions of others – is vital to success at work. A high EQ helps you build healthy teams, reduce stress, increase engagement and motivation, achieve higher productivity, foster psychological safety, defuse conflict, and improve job satisfaction.

How will I benefit from participating in a SAGE Forum?

- Increased self-awareness and improved EQ (emotional intelligence), making me a more effective leader.
- Having a group to hold me accountable for moving forward with what and who is most important.
- A safe place to improve my communications and inter-personal relationship skills.
- A sounding board for new ideas/approaches that I'm considering.
- Building a community to hold myself accountable to stay on course.
- Overcoming the isolation and loneliness that often accompanies being a leader.
- A truly confidential environment to discuss issues that I may not be able to share with anyone else.
- A support network of peers.
- Learning from the valuable experience of others.
- An opportunity to build strong personal and business relationships.

How will my organization benefit?

- Improved communication and inter-personal skills make me a stronger leader, better able to contribute more effectively to the organization.
- Stronger relationships with colleagues improves teamwork.
- Increased delivery of critical results through improved problems solving skills.
- Increased psychological safety for team members makes for a better workplace.

For more information, check out the SAGE Forums on David's website:

<https://davidirvine.com/sage-forums/>