

bespoke

transforming potential for individuals and organizations

ADVANCE YOUR SKILLS

Join the BESPOKE Leadership Team Experts

LEONARD BADE, MSOD & JACKIE PACK, LCSW, CSAT, CMAT

BLI

“BLI is an intentionally designed leadership experience that gave me fresh eyes to see how to improve my impact. It was by far the best developmental training I have ever experienced. I challenge you to attend.”

BESPOKE Leadership Intensive

A FIVE-DAY EXPERIENTIAL INTENSIVE IN ADVANCED LEADERSHIP AND HIGH-PERFORMANCE TEAM DYNAMICS

DATES

February 25 - March 1, 2024

LOCATION

Serra Retreat, Malibu
3401 Serra Road
Malibu, CA 90265

FEES

\$6,750 BEFORE December 20

\$7,500 AFTER December 20

All-inclusive of a single retreat room, all meals, and BLI fee.

TO REGISTER

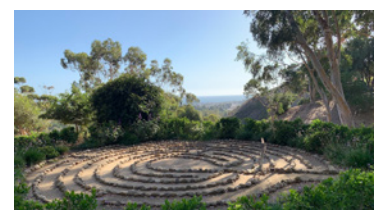
Reserve your place!

Contact Leonard Bade

leonard@bespoke.com

text or call 682.777.8087

Limited to 12 participants.



Serra Retreat sits atop a 23-acre knoll in beautiful Malibu with views of the Pacific Ocean as well as the Santa Monica Mountains.

For additional information about the program or a conversation with a prior BLI participant, text or call us at 682.777.6082.

There are paths and walkways with benches for our guests to read, meditate, and enjoy the manicured gardens.

WHY BLI?

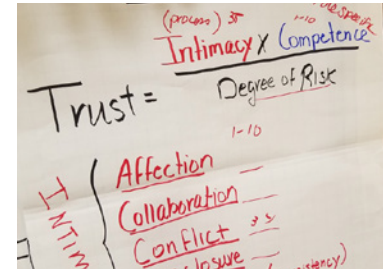
THE BLI is the oldest program of its kind in the United States. People in our industry say that it has “legs” because IT PROVIDES PARTICIPANTS THE OPPORTUNITY TO LEARN BY DOING.

With only twelve people, the work is rich. The program is for courageous individuals ready to perform at their highest levels. It is for leaders who are interested in taking a deep dive into their behavior, skills, and what works and doesn't work for them. There is no simple list of ten directives every leader should do. Instead, the assumption is that because individuals are so different, the focus has to be on what each person needs to do to strengthen his or her own leadership effectiveness. This is accomplished with the help of new team members.

THE DIFFERENCE

We witness wide-ranging design strategies that work. And, most critical, PEOPLE LEAVE WITH NEW WAYS OF THINKING AND ACTING.

People come with a pseudonym and share nothing about their current work or past histories. This completely levels the playing field as the group works to become a high-performing team. During the process, participants learn to diagnose the changing needs of their team in real time, and to design interventions to deal with the quite predictable dysfunctions and conflicts present in any team as it evolves. The key is to experience and then analyze the impact of each participant as they attempt to move the group forward. In the course of our five days, skills are learned sufficiently so they become part of each participant's repertoire. Here we have time to practice essential skills and to internalize the feedback so critical to each individual's growth.



AT BLI YOU CAN EXPECT TO GAIN POWERFUL GROUP LEADERSHIP, MASTERY LEVEL SKILLS THAT WILL ENABLE YOU TO:

UNDERSTAND YOURSELF: Discover your personal impact as a group member and a leader. Identify and maximize your strengths, and work on areas you need to develop.

UNDERSTAND TEAMS: Learn how to build trust, motivate teams, resolve conflicts, and transform meetings from boring time wasters to creative collaborative solutions. Help a group move through its natural stages of development.

UNDERSTAND THE MEMBER/LEADER BALANCE: Manage your dual roles. Assume and maintain your position as a leader and also participate as a credible member.

DIAGNOSE: Gather instant data to understand where a group is now and where it should go next.

DESIGN: Create appropriate strategies and learning activities to help a team move forward.

FACILITATE: Lead teams on your feet. Change strategies in response to changing team goals.

BUILD MEMBERSHIP: Involve team members in collaborative activities to raise trust and commitment, and to increase individual sense of value, influence and belonging.

ANALYZE TEAM PROCESS: Help teams examine issues that affect progress, including norms, decision making, conflicts, communication styles, and feedback.

RESOLVE CONFLICTS: Give teams tools to listen, differ productively, handle feedback, value equity and diversity. Work through problems and stay focused without getting hooked by conflicts.

“ I was completely blown away by it - by the content, by the facilitators, and by the participants. I know that I am unfinished and always open to embracing new experiences, and the BLI exceeded my (very high) expectations in every way. ”

BLI

The five day BLI is a rigorous 40 year testament to what leadership can be and how demanding leadership training must be for participants to learn the essential intellectual skills while emotionally internalizing the power of intentionality and the art of design.



PARTICIPANTS DESCRIBE THEIR BLI EXPERIENCE AS ONE OF “THE MOST ENLIGHTENING EXPERIENCES” OF THEIR LIVES.

Limited to 12, those who attend are from around the globe and all walks of life. Great leaders master the art of working in highly complex, matrixed organizations built on foundations of trust and collaboration.

They must provide support, guidance, and accountability for teams and individuals. With the increasing pace of change and stress on executives, teams are made and unmade rapidly – and expected to provide results in the time required. Without the ability to nimbly form, develop, and maximize the output of new teams, even the finest leaders will fail to produce required results in the time provided.

BLI LEADERS

Meet the BESPOKE Leadership Team Experts



LEONARD BADE, MSOD, SPHR

With over 35 years of extensive experience developing organizational excellence, instilling company vision, and developing dynamic strategies, Leonard has become a proven leader, results-oriented change agent, executive coach, and change management expert.

He specializes in building and improving organizational cultures focused on collaboration, accountability, and profits. His fundamental culture change principles emphasize building high-performance teams with a deep understanding of group processes, creating dynamic leadership and supervision capabilities, and implementing performance management systems to increase organizational success and profits. His efforts have resulted in a number of award-winning “Best in Class” outcomes in local, state, US, and International venues.

Leonard is a master at combining his entrepreneurial spirit with being an effective and influential team player. Along with his corporate experience, he has a passion for involvement in social and humanitarian issues. In addition, his civic involvement and professional affiliations include serving as President and various executive board positions on local/national associations and service groups. His experience and results-oriented focus define his highly successful career. He can work with diverse groups or individuals and establish rapport quickly to build trust and motivate others to reach their highest potential.



JACKIE PACK, LCSW, CSAT, CMAT

Jackie is not only seasoned group process and BLI facilitator, but also a licensed clinical social worker and expert in treating behavioral and substance addiction, relationship issues and trauma. She is an innovator, podcast host, and started a mental health specialty group practice treating sexual betrayal and trauma where she has worked for the past 10 years. She is passionate about educating and training other mental health professionals in providing quality care and engaging with clients from an interpersonal approach. Jackie is a certified sex addiction therapist, trained under Dr. Patrick Carnes and is in the process of completing her Ph.D. in clinical sexology.

Jackie brings her interpersonal approach to co-facilitate the Bespoke Leadership Intensive using her insight into people to connect participants to their purpose and personal mission. Jackie's calm demeanor and deep understanding of group dynamics provides a powerful experience during this immersive 5-day intensive. The BLI guides participants to a deeper understanding of their leadership strengths to build agility and the resilience to navigate changing business dynamics.

A few things to know about Jackie on a personal note: my favorite place to be is the beach, spending time laughing and sharing with the relationships that matter makes me happy, I hate Brussels sprouts. I collect snarky and witty t-shirts. My four daughters keep me busy and remind me not to take life too seriously. I believe music is the soundtrack to life and spending time on the back patio with a good book nourishes my soul.