

THE *inaugural* LEADERSHIP CHANGING LIVES

GLOBAL SUMMIT

with NEW YORK TIMES BESTSELLING AUTHOR
TOMMY SPAULDING



PRESENTED BY
GRAEBEL[®]

“ People won’t remember how you led them; they will remember the *influence* you’ve had on their lives. ”

excerpt from *The Gift of Influence*

A NOTE FROM OUR PRESENTING SPONSOR

GRAEBEL

Here's to the
world ahead

Leadership is the essential driver of employee engagement. When employees are engaged, they're inspired to make the incremental discretionary effort that contributes so much to strong business performance, and to customer and employee satisfaction.

Tommy Spaulding is among America's foremost authors, speakers and coaches on leadership. By choosing to attend this program, you're making a positive investment in yourself, your career, your company and your personal relationships. I'm glad you did.

Tommy's coaching has had a significant impact on our approach to leadership at Graebel Companies, Inc. We've sent dozens of our managers to Tommy's Heart- Led Leader Retreats over the past decade. They report an affirming experience, leading to positive changes in self-awareness and engagement with others.

One of the most important contributions Tommy has made to our company is validating our approach – leading from the heart, with Humility, Love and Authenticity. His message affirms we're on the right path.

I encourage you to come to this program with an open mind and an open heart, prepared for intellectual and emotional challenge and stimulation. I look forward to sharing the Global Leadership Summit with you.

Best,



WELCOME FROM TOMMY



Over the course of my career, I've always dreamed about bringing people together - from across the globe - from all different backgrounds and organizations, to share my message of heart-led leadership. Today, thanks to you, my dream has become reality.

I'm incredibly humbled that you have chosen our inaugural Leadership Changing Lives Global Summit to further your personal and professional growth and development. I pray that today will inspire hundreds of thousands of people around the world to lead a life of powerful and positive influence on the lives of others.

My hope is that you lean into today's message with an open heart and leave inspired to impact and serve the lives of those that choose to follow you. And my hope is that you also bring heart-led leadership to your organization, your community, and the world!

Love,
Tommy

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TIMELINE

Schedule of Events

8:30am

Opening Performance & Welcome

- Duet of “Room for Everyone”
- Regis Cantabelles Choir performing “For Good” by Wicked

8:45am

Return on Relationships

- Keynote Tommy Spaulding

Audience Engagement and Break

9:35am

Heart-Led Leadership

- Homes of Hope Video
- Keynote Tommy Spaulding

Audience Engagement and Break

10:30am

Gift of Influence

- National Leadership Academy and Global Youth Leadership Academy Presentation
- Live Performance
- Keynote Tommy Spaulding

11:20am

Closing Remarks and Credits

- Option to Purchase Books in the Eugenia Downstairs
- Book Signing with Tommy Spaulding at the back of the Ballroom

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Virtual Access Passes





Please use the following pages to take notes on Tommy's *Return on Relationships* Keynote.

During the engagement break you'll have an opportunity to reflect on or discuss the activities to follow!



RETURN ON RELATIONSHIPS NOTES

TRANSFORM YOUR LIFE (AND YOUR ORGANIZATION)
BY TURNING COLLEAGUES AND CONTACTS
INTO LASTING, GENUINE RELATIONSHIPS

It's Not
Just
Who
You
Know



TOMMY SPAULDING
FOREWORD BY **KEN BLANCHARD**

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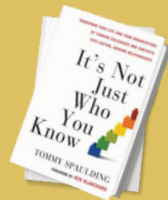
TOMMY SPAULDING
FOREWORD BY **KEN BLANCHARD**

THE FIVE FLOORS OF RELATIONSHIPS

Your Contacts	Relationship Level	Marked By	Examples
	First Floor Relationships	Transactional in nature - people who do things for you because it is their job. Interactions are based on fulfilling a need.	Clerks, service employees, people who help not because of their relationship with you but because of the nature of their position or job.
	Second Floor Relationships	Sharing some personal information, facts. Conversations typically start with news, sports, and weather, and seldom move beyond the superficial or topical. At work, such relationships are based on positional authority.	Casual relationships and acquaintances, most boss-employee relationships; peers in unrelated departments, people you encounter at parties or functions who you know casually but with whom you aren't truly friends.
	Third Floor Relationships	Sharing opinions, learning to deal with conflict. For the most part, however, such relationships are relatively superficial, and kept at arm's length.	Peers who interact regularly to reach common goals. You know some details about their personal lives and professional hopes and dreams, but are not asked or invited to give advice or feedback.
	Fourth Floor Relationships	Sharing emotions and feelings; ability to work through conflict; willingness at times to put the other person's needs ahead of your own. Conversations consistently move beyond news, sports, and weather.	Mentor, good friends, close colleagues, people you care about in your job, industry, or community.
	Penthouse (Fifth Floor) Relationships	Shared values, high level of openness, candor and vulnerability; focusing on the other person's needs.	Your closest and most intimate relationships.

NINE TRAITS THAT MOVE YOU BEYOND NETWORKING

Evaluate yourself from 1 to 10 for each trait with 10 indicating a high mastery level.



It's Not Just Who You Know goes into greater depth on each of these essential traits.

1. AUTHENTICITY: MAKING RELATIONSHIPS REAL

Authenticity is often the first hurdle in developing a meaningful relationship. We see people who appear to give, give, give, and our reaction isn't, "Wow, what a special person!" Instead we think, "What's the catch?"

If you fake authenticity, people will most certainly see through the façade. Whatever relationships we have built on our foundation will eventually fall apart.

2. EMPATHY: SETTING A CORNERSTONE FOR TRUST

You can't lead with greatness without genuinely caring about others, and you can't care about others until you learn to empathize with them. Showing empathy creates trust, and trust is a critical step in building effective teams and creating transformational relationships.

Empathy allows us to understand the people we work for, the people who work for us, our clients, our customers, and our vendors.

3. VULNERABILITY: OPENING A WINDOW INTO YOUR INNER WORLD

Many people struggle with the notion of vulnerability. But in my experience, even the most private of individuals can let themselves be extremely vulnerable when they find themselves in a safe and trusting environment.

Moving from a transactional to a transformational relationship is impossible without vulnerability. The way to earn trust is to show our less flattering sides, our pain as well as our progress—sometimes even our "shadow" side.

Vulnerability is contagious. When you open up to others, they will open up to you. When you both are vulnerable, trust begins. And trust is the cornerstone to building authentic relationships.

4. CONFIDENTIALITY: LIVING THE LAW OF THE VAULT

Information is power. When friends, clients, coworkers, or customers trust us with delicate and confidential information, they're taking a leap of faith—faith in our commitment to living out the Law of the Vault.

The Law of the Vault says that in fourth and fifth floor relationships, you guard sensitive and private information about others like the gold at Fort Knox.

5. CURIOSITY: THE POWER OF ASKING QUESTIONS

Building relationships is more about the deposits we make. When we ask questions and listen, understand, and remember, we make deposits rather than withdrawals.

Peel back the onion until you get to what really matters.

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6.GENEROSITY: ACTING ON YOUR AWARENESS

If we want our coworkers, customers, clients, and vendors to trust us, we have to show them that we care about them. _____

7.HUMILITY: THE GIFT OF PERSPECTIVE

People follow leaders who have humble hearts. You might have positional authority but lack relational authority. _____

8.HUMOR: LIVING WITH LEVITY

Humility helps us to take ownership of our mistakes and flaws, and we might as well do that with a healthy sense of humor. _____

9.GRATITUDE: THE ART OF BEING THANKFUL

Building deep, meaningful relationships is simply not possible without a well-developed sense of gratitude. Every relationship is a gift worth treasuring, as are the benefits that come from those relationships. _____

> > > > How can we help? < < < <

•Return On Relationship (ROR) Leadership Training

ROR Leadership Training teaches you how to transform your life and your organization by turning colleagues and contacts into lasting genuine relationships.

•Heart-Led Leader Leadership Training

Heart-Led Leadership Training teaches you the strategies and skills to live and lead from the heart. The Heart-Led leadership philosophy will be a game changer for your organization and life.

•BIKES Team Building

The BIKES Team Building program is an unforgettable leadership and team experience with an element of surprise, giving back, and positive community impact. Underserved children participate in the event and are recipients of the bikes the teams just build together as a team.

“I believe one of the primary responsibilities of a leader is to help give employees a sense of purpose and show them that they are working for something greater than their individual jobs. People want to be part of something bigger than themselves.”

John Hayes, CEO, Ball
Corporation

excerpt from The Heart-Led Leader

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*Please use the following pages to take notes on Tommy's **Heart-Led Leadership** Keynote. During the engagement break you'll have an opportunity to reflect on or discuss the activities to follow!*



HEART-LED LEADER NOTES

Honesty Empathy
Purpose Trust Character
Transparency Authenticity
Encouragement Love Vulnerability Honesty
Generosity Passion Empathy
Empathy Transparency
Self Awareness Purpose
Humility Empathy Trust
Authenticity Passion
Authenticity Love
Encouragement Trust
Character
Empathy
Love

Results

HEART-LED LEADER NOTES

Honesty Empathy
Purpose Trust Character
Transparency Authenticity
Encouragement Love Vulnerability Honesty
Generosity Passion Empathy
Empathy Results Transparency
Self Awareness Purpose
Humility Empathy Trust
Authenticity Passion
Authenticity Love
Encouragement Trust
Character
Empathy
Love

HEART-LED LEADER AUDIT

ASSESS YOUR HEART-LED LEADER TRAITS

Evaluate yourself from 1 to 10 for each trait with 10 indicating a high mastery level. Then estimate how your co-workers would rate you.

The Heart-Led Leader has a dedicated chapter to each of these traits to enhance your awareness and skill development.

Authenticity

When people respect a leader - the person not the position - they enthusiastically follow whether that's at home, at work, in your community or wherever you might be! Authenticity knows no bounds and no place, it is a key marker of a leader others will always follow.

Self _____ Co-workers _____

Self-Awareness

Truly effective leaders have the self-awareness to understand who they are and what's important to them. Real leaders understand that it's not what you're going to do, it's who you're going to be.

Self _____ Co-workers _____

Character

It's what you do when no one's looking. Or imagine if that person next to you - in their car, on the sidewalk, at the gym, at work, at home - had their smartphone recoding every move you made and every word you said! Leaders choose the harder right instead of the easier wrong.

Self _____ Co-workers _____

Passion

Whatever your job, title, or role; a passionate belief in what you do is often the difference between success and failure.

Self _____ Co-workers _____

Purpose

Leaders help connect others to a higher purpose. Knowing where you're going and knowing what's most important is one of the greatest hallmarks every effective leader must cultivate.

Self _____ Co-workers _____

Encouragement

Say these words to someone you work with, "I believe in you." And see what a difference that makes! A leader is called to encourage others, or "bring courage to others." Real leaders realize that encouraging others is a game-changing opportunity, for both the leader and those who follow them.

Self _____ Co-workers _____

Faithfulness

Do you have the belief to keep putting one foot in front of the other? Do you want to fulfill your potential - then take one step at a time, moving forward in faith. It's not easy, but it's the only way to grow as a leader.

Self _____ Co-workers _____

Generosity

Anyone can make and sell a widget. Real leaders and successful companies don't just build a business; they have a heart-felt desire to give back to the people they serve. Generosity is an investment that pays off untold and unseen dividends.

Self _____ Co-workers _____

Honesty

Leaders can't be entirely honest with others without allowing others to be honest with them. Sometimes it's the small things that matter most - whether it's taking the time to listen to feedback or responding truthfully to a request.

Self _____ Co-workers _____

Empathy

Leaders need a deeper sense of understanding and a heart of compassionate connection to the feelings and emotions of others. When leaders act with empathy, they inspire others to do the same. That alone can change a person, a team or a company.

Self _____ Co-workers _____

Humility

Humility begins and ends with four magical words: it's not about you. Humility is about demonstrating whom you love, whom you care about and whom you lead is more important than what you accomplish.

Self _____ Co-workers _____

Selflessness

True leaders understand results from collaboration and shared responsibility. True leaders think in the "we", and not the "me". True leaders put their team's goals ahead of their own personal desires - and it shows.

Self _____ Co-workers _____

Love

Love is at the core of leadership. Love can reveal itself in simplest of ways - by giving someone hope or telling someone they are important. Love has the power to turn around the culture at your company or organization.

Self _____ Co-workers _____

Caring

When you care for someone like a client, a fellow employee or another team member, you genuinely want to see them do well. When strong leaders truly care enough about whom they lead, they truly make people partners in an organization's pursuit of success.

Self _____ Co-workers _____



*Please use the following pages to take notes
on Tommy's **Gift of Influence Leadership**
Keynote.*

*During the engagement break you'll have an
opportunity to reflect on or discuss the
activities to follow!*



GIFT OF INFLUENCE NOTES

NEW YORK TIMES BESTSELLING AUTHOR



THE GIFT OF INFLUENCE

CREATING LIFE-CHANGING
and LASTING IMPACT IN
YOUR EVERYDAY
INTERACTIONS

TOMMY SPAULDING

GIFT OF INFLUENCE NOTES

NEW YORK TIMES BESTSELLING AUTHOR



THE GIFT OF INFLUENCE

CREATING LIFE-CHANGING
and LASTING IMPACT IN
YOUR EVERYDAY
INTERACTIONS

TOMMY SPAULDING

GIFT OF INFLUENCE
Thank You Card

**Please take this time to write a
Thank You Letter to someone
who has impacted your life in
a significant way!**

*For our in person guests, please use the
Thank You Cards at your table. For our
virtual guests, please print and use the
stationery on the next page.*

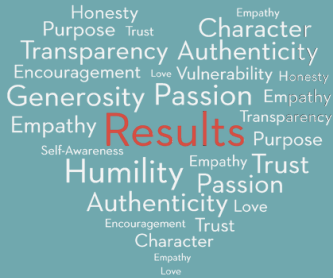
THE GIFT OF *influence*



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Institute Opportunities*



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Here's to the world ahead'



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- ▲ **Haselden Real Estate** has used its proven technical expertise to create a host of carefully considered, thoughtfully managed, and successfully implemented real estate development projects for over 20 years. Haselden Real Estate creates buildings that improve the surroundings and provide a unique, sustainable built environment for our clients and customers through thoughtful, quality design while seeking exceptional investment returns for our investors.
- ▲ **Haselden Restoration Services** is a subsidiary of Haselden Construction. Haselden Restoration Services focuses on providing expedited services to our clients in need of repair and remediation related to aging buildings, structural repair, water damage, mold removal, fire damage, trauma and bio clean-up, roofing, and asbestos abatement.
- ▲ **Haselden Builders** brings the high level of service, sophistication, safety, and quality that Haselden Construction is known for to Colorado's for-rent multi-family sector. This venture was born at the request of clients who had entrusted Haselden Construction with building major projects, extending Haselden's client-centric approach to for-rent products - traditionally built from wood framing by contractors without Haselden's hard-earned reputation for exceptional dependability, proactive processes, demanding quality, and delivering on project commitments.

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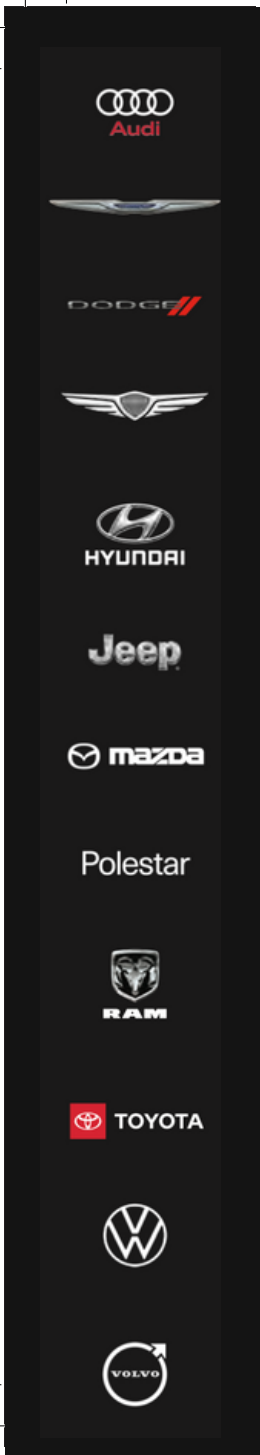
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their culture and
adherence to core values
that help attract and
retain talent.**

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One Person at a time.



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24TH Annual NATIONAL LEADERSHIP ACADEMY



ABOUT NLA

National Leadership Academy (NLA) is an intensive four-day Academy for high school students, focusing on developing heart-led leaders through compassion to others and service to the community. NLA builds leadership skills, inspires purpose, and empowers students to ask, "What more can I do to make a positive impact in my school, community, and the world?"

JUNE 14-17, 2023

BUILDING LEADERS

INSPIRING PURPOSE

**EMPOWERING WORLD
CHANGERS**

THE *2nd annual* LEADERSHIP CHANGING LIVES GLOBAL SUMMIT FEATURING

SAVE THE DATE

May 1st, 2024

8:30-11:30am MDT

VIRTUAL & IN DENVER, CO

MARK MILLER



Mark Miller is a business executive, best-selling author, and a communicator. Mark started his Chick-fil-A career in 1977. Since that time, he has provided leadership for the corporate communications, field operations, quality and customer satisfaction, training and development and leadership development. He began writing twenty-five years ago when he teamed up with Ken Blanchard to write *The Secret: What Great Leaders Know and Do*. Today, Mark's 12 books have sold over one million copies.

TOMMY SPAULDING



Tommy Spaulding is the founder and president of Tommy Spaulding Companies, a leadership development, speaking, training, and teambuilding organization based in Denver, Colorado. A world-renowned speaker on leadership, Spaulding has spoken to thousands of organizations, associations, educational institutions, and corporations around the globe. Tommy has published three leadership books - all New York times, Wall Street Journal and USA Today national best-sellers.

LIZ WISEMAN



Liz Wiseman is a researcher and executive advisor who teaches leadership to executives around world. She is the author of New York Times bestseller *Multipliers: How the Best Leaders Make Everyone Smarter* and Wall Street Journal bestseller *Rookie Smarts: Why Learning Beats Knowing in the New Game of Work*. She is the CEO of the Wiseman Group, a leadership research and development firm headquartered in Silicon Valley, California.

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2023 HEART-LED LEADER RETREATS

Honesty Purpose Trust Character
Transparency Authenticity
Encouragement Vulnerability Empathy
Generosity Passion Honesty
Empathy Results Purpose
Self-Awareness Empathy Trust
Humility Passion
Authenticity Love
Encouragement Trust
Character
Empathy
Love

Heart-Led Leader Retreats

Retreat participants will take a 48-hour deep-dive into understanding how to build meaningful and lasting relationships. They'll learn not only how to become better heart-led leaders, but how to build a culture of it, and leave empowered to lead and serve others in a results-based way.

WOMEN'S RETREAT

DESERT MOUNTAIN CLUB

Scottsdale, AZ
October 4-6, 2023



MEN'S RETREAT

LOXAHATCHEE CLUB

Jupiter, FL
October 11-13, 2023



ALL-GENDER RETREAT

MEDINAH COUNTRY CLUB

Chicago, IL
November 1-3, 2023

FOR MORE INFORMATION

SCAN THE QR

OR VISIT:

www.tommypaulding.com/heart-led-leader-retreat/





24TH ANNUAL NATIONAL LEADERSHIP ACADEMY

DENVER, CO | JUNE 14-17, 2023

National Leadership Academy (NLA) is an intensive four-day Academy for high school students, focusing on developing heart-led leaders through compassion to others and service to the community. NLA builds leadership skills, inspires purpose, and empowers students to ask, "What more can I do to make a positive impact in my school, community, and the world?"



21ST ANNUAL GLOBAL YOUTH LEADERSHIP ACADEMY



ITALY | JULY 10-17, 2023

Global Youth Leadership Academy (GYLA) is a world-class educational and experiential learning program that provides high school students with leadership training, global and cultural awareness and a commitment to heart-led leadership. Make lifelong friends with students from all over the world, learn from amazing staff and speakers and experience unique cultural adventures. Come as a high school student and go home a heart-led world changer!

GET IN TOUCH



Lauren O'Grady
303.827.9854



Lauren@tommypaulding.com

www.nationalleadershipacademy.org
www.globalyouthleadershipacademy.com

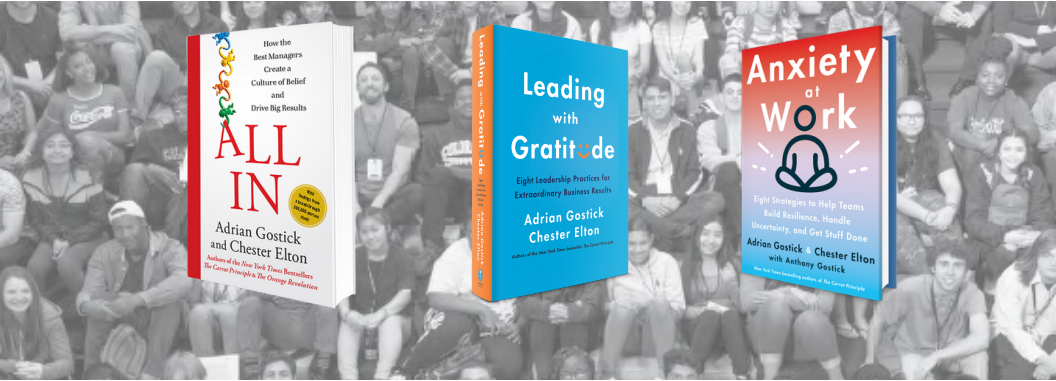
22nd Annual
book benefit

Thursday | December 7, 2023

Breakfast 7:00am-9:00am

The Curtis Hotel

1405 Curtis Street, Denver, CO



FEATURING KEYNOTE SPEAKER

Chester Elton

Chester Elton has spent two decades helping some of the world's most successful businesses build great workplace cultures and engage their employees to execute on strategy, vision, and values.

Reserve Your Corporate Table of 10 TODAY!

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\$10,000 – Gold Sponsor

\$5,000 – Silver Sponsor

CONTACT: Lauren O'Grady ♦ 303-827-9854

♦ lauren@tommypaulding.com

BENEFITTING :



National Leadership Academy
is a 501(c)3 nonprofit organization

NationalLeadershipAcademy.org/BookNBenefit



A HEARTFELT THANK YOU
TO OUR COMMUNITY
PARTNERS AND FRIENDS
FOR MAKING THE
INNAUGURAL LEADERSHIP
CHANGING LIVES GLOBAL
SUMMIT POSSIBLE!

Regis Jesuit Cantabelles Choir
Kyle and Jessica DeGraff

Live Production Team: Terry Adams and Eric Lentz

Global Summit Volunteer Ambassadors

Lisa Haseldon
Angela Coleman
Katie Mochan
Erin Chain
Lori Newland
Susie Austin
Hayden Cortez

Lindsay Adams
Jill. Spaulding
Claire Mochan
Catie Campbell
Max Molitor
Gretchen Richard

SEE YOU NEXT YEAR!
MAY 1, 2024

THE *2nd annual*
LEADERSHIP
CHANGING
LIVES
GLOBAL SUMMIT

Honesty Purpose Trust Character
Transparency Authenticity
Encouragement Love Vulnerability Honesty
Generosity Passion Empathy
Empathy Results Purpose
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