

Give your leaders a shared language for leadership

The 5 Voices Leader Academy is a structured, cohort-based development program built on the 5 Voices framework and 100X Leader methodology. It equips leaders at every level to communicate clearly, align their teams, and lead with influence.

WHAT IT IS

Develop healthy leaders at every level of your organization.

The secret to organizational health and performance is the leaders who shape culture at every level. When they grow, teams grow. The Leader Academy is an immersive, cohort-based program that systematically teaches the principles of the 5 Voices, deepens leadership self-awareness, and helps leaders build stronger, more aligned teams.

WHAT IT IS

A structured, cohort-based leadership development program built on the 5 Voices and 100X Leader methodology.

STRUCTURE

An immersive six-part journey that builds self-awareness, communication clarity and team alignment.

WHO IT'S FOR

Aspiring, first-time, experienced and executive leaders - across companies, nonprofits, healthcare and associations.

COHORT & CADENCE

Cohorts of leaders (typically 8-12, scalable to larger academies), meeting monthly at ~2.5-3.5 hours of engagement.

THE PROBLEM IT SOLVES

You can have smart people and still have slow execution.

Communication breaks down when leaders don't share a common language. The Academy gives your organization that language - so people can lead themselves well, lead others well, and build a healthier culture together.

WHO IT'S FOR

Leaders at every stage

**Aspiring Leaders**

Develop core leadership skills early - and build the habits that set you apart.

**Experienced Leaders**

Refine your leadership style, sharpen your habits and boost your effectiveness.

**Team Leaders & Managers**

Improve team dynamics, communication and collaboration with a shared language.

THE JOURNEY

A six-session journey up the mountain

- 1 Discovering Your Leadership Voice**
Learn the 5 Voices framework and identify your foundational Voice - what you bring at your best, and how your tendencies shape the way you lead.
- 2 The Power of Your Voice**
Understand the positive and negative impact of your leadership Voice on those around you, and learn practical communication tools to lead more effectively.
- 3 Becoming a Leader Worth Following**
Become the healthiest version of yourself, lead with consistency, and strengthen the leadership presence that makes people want to follow you.
- 4 Relational Dynamics**
Build trust and influence by understanding tendencies, triggers and best practices for healthy relationships across your team.
- 5 Optimizing Personal Performance**
Define what high performance looks like for you, identify your kryptonite, and build a practical plan for sustained execution.

FRAMEWORK & TOOLS

Proven tools, not just theory

**The 5 Voices**

An assessment that categorizes leadership and communication styles into five Voices - Nurturer, Creative, Guardian, Connector and Pioneer - so members understand their tendencies and learn to value others.

**GiANT OS**

A digital platform and toolkit of 65+ simple, visual tools, used during and after the Academy for ongoing team feedback, learning and operational health.

**Leader Dynamics**

Moving managers away from accidental leadership toward intentional, high-support and high-challenge environments where people are liberated to do their best work.

THE RESULTS

What your organization gains

- ✓ Enhanced leadership effectiveness at every level.
- ✓ Increased emotional intelligence and healthier conflict resolution.
- ✓ Better team communication and collaboration.
- ✓ A healthier, more productive organizational culture.

QUICK FACTS

Quick Facts about the Leader Academy

WHAT IT IS

The 5 Voices Leader Academy - a structured, cohort-based leadership development program built on the 5 Voices framework and 100X Leader methodology.

STRUCTURE

An immersive, six-session journey: Discovering Your Voice, The Power of Your Voice, Becoming a Leader Worth Following, Relational Dynamics, Optimizing Personal Performance, and Building Leaders Worth Following.

DELIVERY

Certified guides work with your leaders in person or virtually.

WHO IT'S FOR

Aspiring, first-time, experienced and executive leaders in companies, nonprofits, healthcare organizations and professional associations.

COHORT & CADENCE

Cohorts of leaders (typically 8-12, scalable to larger academies of up to 50), meeting monthly with personal exercises - about 2.5-3.5 hours per month.

HOW TO START

Book a conversation; the Academy can run on its own or as part of a broader Consulting Engagement, tailored to your organization.

Ready to build leaders worth following?

Tell us about your organization and the leaders you want to grow. We'll tailor a Leader Academy - on its own or inside a broader engagement - to your goals.

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