



THE UNEXPECTED LEADER

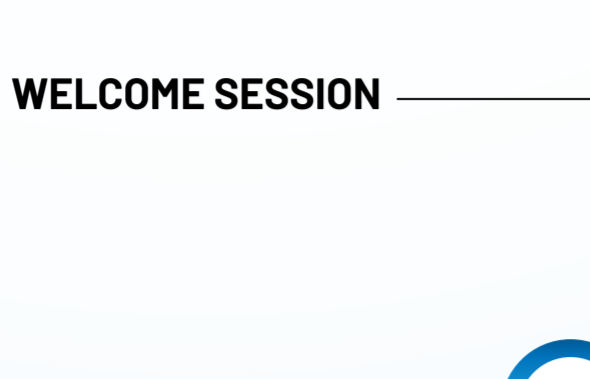


THE UNEXPECTED LEADER PROGRAM OVERVIEW

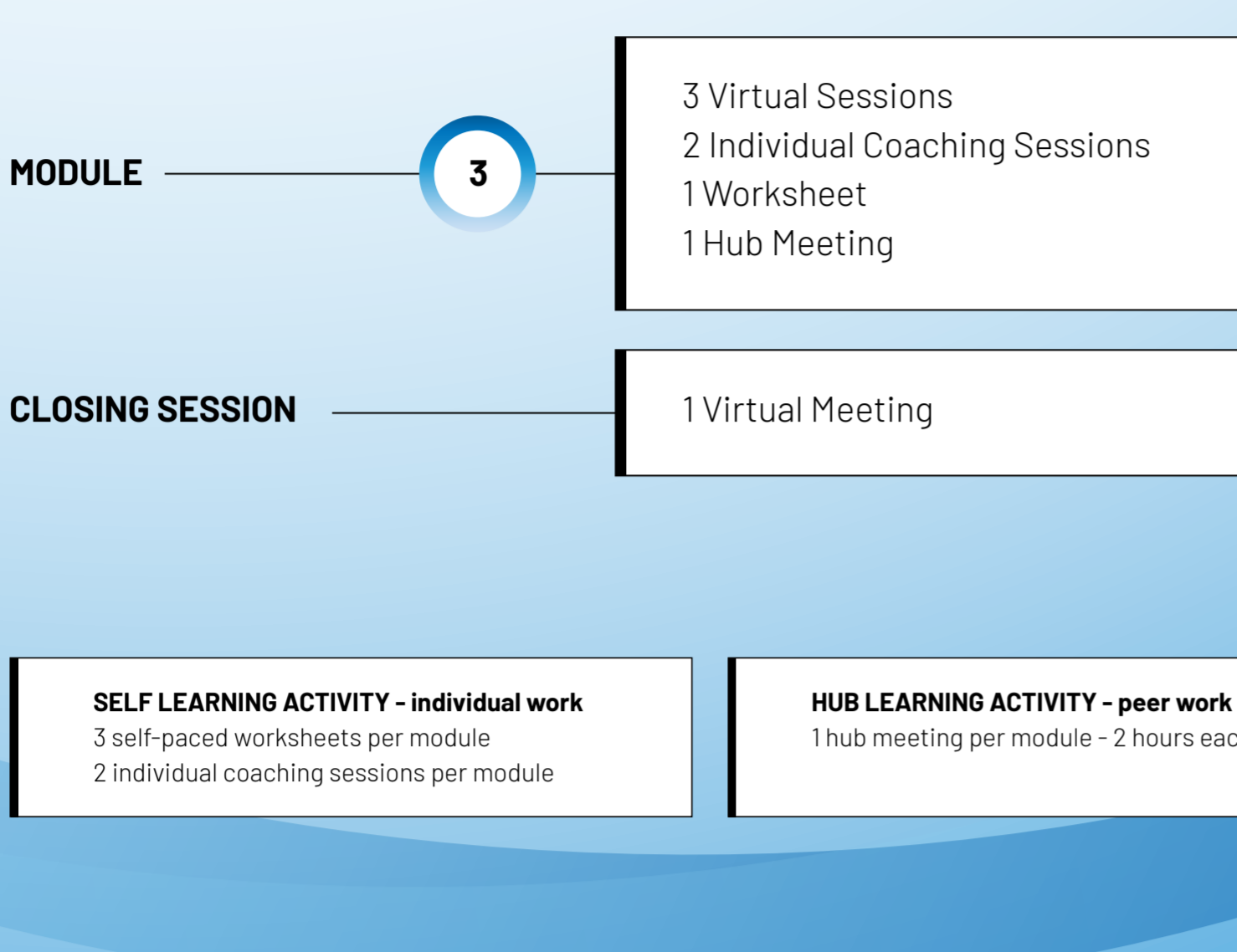
In today's rapidly changing world, leaders face unprecedented challenges, navigating both a **VUCA** (volatile, uncertain, complex, ambiguous) and **BANI** (brittle, anxious, non-linear, incomprehensible) environment. These challenges are often disorienting and multiply stress. The modern leader must adapt to these complexities by managing their own stress and triggers, moving from a focus on doing to being.

The dynamics of the world have shifted politically, economically, and socially, requiring leaders to not only manage these external changes but also navigate the emotional complexities that accompany them. As the landscape evolves, the ability to understand and respond to undercurrents has become a key factor in leading with resilience and success.

The Unexpected Leader excels by addressing emotional challenges alongside practical ones, strengthening relationships and achieving long-term results.



THE UNEXPECTED LEADER PROGRAM STRUCTURE



SELF LEARNING ACTIVITY - individual work 3 self-paced worksheets per module 2 individual coaching sessions per module	HUB LEARNING ACTIVITY - peer work 1 hub meeting per module - 2 hours each	TIME COMMITMENT Full program - 6 months - 72 hours Weeks full program - 21 weeks
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THE UNEXPECTED LEADER PROGRAM CONTENT

MODULE 1 - FROM FEAR TO COURAGE

Leadership begins with adaptability. By cultivating self-awareness to understand your emotions, strengths, triggers, and challenges, you can navigate the unexpected with confidence. This perspective transforms challenges into opportunities for growth, enabling you to thrive in a changing environment and set a powerful example of resilience.

MODULE 2 - FROM ARROGANCE TO HUMILITY

Leadership continues with partnering. Shift from controlling outcomes to co-creating solutions. Embracing a growth mindset encourages active listening, continuous learning, and empowering others. By valuing diverse perspectives, you cultivate a culture of humility and innovation, enabling your team to navigate uncertainty and succeed together.

MODULE 3 - FROM ANXIETY TO PEACE OF MIND

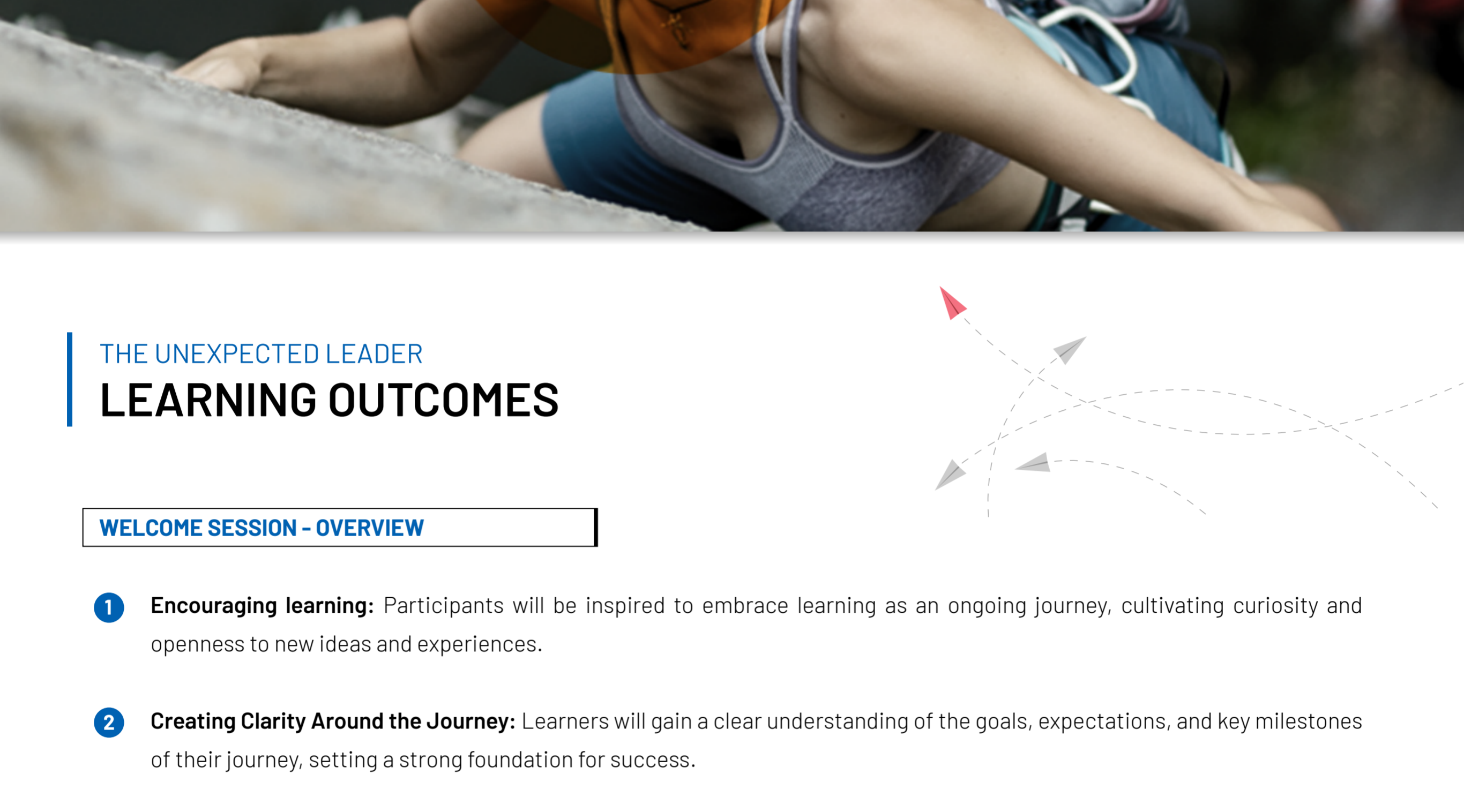
Leadership blossoms from Within. Create a chain reaction of positivity that spreads throughout your community, focus on your legacy and keep the momentum up. Pay it forward with small acts of kindness, sharing knowledge, volunteering and prioritizing fun and play. Encourage yourself to experiment, learn from setbacks, and celebrate progress to build confidence and achieve peace of mind.

Is this for me ?

The program is designed for individuals who aspire to leave a positive impact in their relationships, both professionally and personally. It welcomes participants from diverse industries, roles, and personal backgrounds, united by a shared commitment to addressing their vulnerabilities with courage.

Tailored for Various Leadership Stages:

- UP-N-COMING LEADERS** - For those of you who want to move on to new leadership roles, we are here to challenge you take that step.
- NEW LEADERS** who want to challenge themselves to move away from the stereotypical images of who you think you must be and should be as a leader.
- SEASONED LEADERS** - For those of you who have been leaders for years and want to challenge yourselves to step back and begin to change the leadership habits that no longer serve you and that have left you unmotivated, exhausted, and disillusioned with your role.



THE UNEXPECTED LEADER

THE UNEXPECTED LEADER LEARNING OUTCOMES

WELCOME SESSION - OVERVIEW

- Encouraging learning:** Participants will be inspired to embrace learning as an ongoing journey, cultivating curiosity and openness to new ideas and experiences.
- Creating Clarity Around the Journey:** Learners will gain a clear understanding of the goals, expectations, and key milestones of their journey, setting a strong foundation for success.
- Initiating Connections and Collaboration:** Participants will build meaningful connections with peers and facilitators, fostering a collaborative environment that enhances shared learning and growth.
- Embracing the Role of Protagonist:** Learners will be challenged to take ownership of their journey, stepping into the role of protagonist in their personal and professional development, and actively shaping their path forward.

MODULE 1 - From Fear to courage

- Cultivate Self-Awareness:** Understand your emotions, strengths, triggers, and challenges to enhance adaptability.
- Navigate Change with Confidence:** Develop the ability to face unexpected situations and challenges with resilience and composure.
- Transform Challenges into Opportunities:** Learn to view obstacles as opportunities for growth and improvement.
- Model Resilient Leadership:** Set an example of adaptability and resilience for others to follow in dynamic environments.

MODULE 2 - From Arrogance to Humility

- Adopt a Collaborative Leadership Approach:** Transition from controlling outcomes to co-creating solutions with your team.
- Foster a Growth Mindset:** Embrace active listening, continuous learning, and the empowerment of others.
- Value Diverse Perspectives:** Cultivate humility and innovation by appreciating and integrating different viewpoints.
- Build Resilient and Unified Teams:** Enable your team to navigate uncertainty and achieve success through collaboration and shared purpose.

MODULE 3 - From Anxiety to Peace of Mind

- Fostering Positivity and Community Impact:** Participants will learn how to create a chain reaction of positivity that influences their community, focusing on leaving a meaningful legacy through small acts of kindness, sharing knowledge, and volunteering.
- Building a Legacy and Momentum:** Learners will explore strategies to stay focused on their legacy, maintaining momentum by prioritizing fun, play, and personal growth in their leadership journey.
- Encouraging Experimentation and Resilience:** Participants will develop the ability to experiment, learn from setbacks, and celebrate progress, building confidence and resilience in their leadership approach.
- Achieving Balance and Peace of Mind:** Learners will acquire tools to cultivate a sense of peace and balance, maintaining mental and emotional well-being while leading and inspiring others.

THE UNEXPECTED LEADER OUR APPROACH

Our approach places you at the heart of the learning process, focusing on your unique personal development journey. Drawing on over 25 years of experience working with global leaders across diverse industries, we will guide you in exploring both your current leadership position and your aspirations for the future.

This program is designed with you in mind, offering a blend of teaching, experiential learning, and practical tools and models. Our goal is to help you address your most pressing leadership questions and empower you to unlock your full potential as a leader.

THE UNEXPECTED LEADER FREQUENTLY ASKED QUESTIONS

- What's an unexpected leader?**
The **unexpected leader** is someone who emerges not from traditional power structures but through influence, adaptability, and a commitment to transformation. The Unexpected Leader is a Culture Shaper. They aren't just individuals who rise to the occasion—they build environments where others feel empowered to lead. They transform fear into courage and shift organizations from rigid control to adaptable, innovative ecosystems. The unexpected leader not only navigates uncertainty with courage but also cultivates clarity of mind, calm, and bliss—qualities essential for innovation, decision-making, and influence.
- How do they lead and what do they look like?**
Here's what this leader looks like:
 - Courage Over Confidence** - The unexpected leader doesn't always feel ready, but they act despite uncertainty.
 - Purpose-Driven, Not Power-Driven** - Unlike traditional leaders focused on authority, unexpected leaders emerge from deep commitment to a mission.
 - Builds Trust Through Authenticity** - They don't lead by armor (defensiveness, perfectionism, or control) but by authenticity and connection.
 - Adaptive and Agile** - They thrive in uncertainty, making small, courageous moves rather than waiting for the perfect plan.
 - Balances Fear with Meaningful Action** - They practice fear-setting to deconstruct worst-case scenarios and move forward with calculated risks. They own their story, using resilience to push through self-doubt.
- How does the unexpected leader master his craft?**
Through Inner Mastery: The unexpected leader doesn't just react to challenges—they shape environments through inner stability. Clarity, calm, and bliss make them not just resilient, but also magnetic—drawing people toward a shared vision of possibility, rather than away from fear.
- What are some examples of the Unexpected leader in action?**
 - Example:** A mid-level manager steps up during a crisis, leading with honesty and emotional intelligence rather than bravado.
 - Example:** A product designer, originally behind the scenes, becomes a key innovation driver because they deeply believe in solving customer pain points.
 - Example:** A CEO fosters an innovation culture by openly discussing failures and encouraging experimentation without blame.
 - Example:** An entrepreneur pivots a struggling business by rapidly testing new models instead of sticking rigidly to the original plan.
 - Example:** A consultant in your executive program hesitates before launching a bold new coaching framework but moves forward by breaking it into smaller pilot phases.

THE UNEXPECTED LEADER PRACTICAL INFORMATION

- The program includes full support from two experienced coaches.
 - All sessions are virtual and synchronous.
 - All sessions are held via Zoom.
 - All documents will be shared via Google drive.
- Participants will be required to attend 85% of the whole program which means they can only miss 1 virtual session of 3 hours.

PROGRAM SCHEDULE		
Beginning	Tuesday, April 1st, 2025	
Ending	Thursday, August 21st, 2025	
	Dates	Time
Virtual Sessions	Welcome Session - Tuesday April 1st	11:00 - 13:00 PM (Chile time)
	Module 1 - Tuesday April: 15th, 29th & May 13th	11:00 - 2 PM (Chile time)
	Module 2 - Tuesday June: 3rd, 17th & July 1st	11:00 - 2 PM (Chile time)
	Module 3 - Tuesday July 22nd & August 5th - 19th	11:00 - 2 PM (Chile time)
	Closing Session - Thursday, August 21st	11:00 - 13:00 PM (Chile time)
Coaching Sessions	To be scheduled during the following weeks: April 8th, May 6th, May 27th, June 24th, July 15th, August 12th	To be schedule with your coach.

THE UNEXPECTED LEADER ABOUT THE TEAM

FIONA FRASER - SCOTLAND

I am a Freelance Global leadership coach with a vast experience working with leaders and teams in many different organizations in over 30 countries worldwide.

My specialty in neuroscience allows me to challenge individuals, teams and organizations to develop the skills necessary for effective communication, inspire best practices and accompany leaders to find their unique leadership style.

As a facilitator for the World Business Executive Coaching Summit (Wbecs) and former president of ICF Chile, I can work and learn from the top leading coaches worldwide.

I am committed to the idea of "giving back" and regularly donate coaching hours to non-profit organizations and social projects.

CLAUDIA RAFFO - CHILE

My expertise as a Strategic Relationship Expert has enabled me to promote and develop strong, productive partnerships in others that are crucial for organizational success.

In my role as a Neuro Business Coach, I leverage neuroscience principles to optimize leadership performance and team dynamics. My commitment to Diversity and Inclusion Development ensures that I contribute to creating workplaces where every individual feels valued and empowered.

I strongly believe in the individual's ability to change by way of self awareness and empowerment. My yearly visit to India for meditative yoga training bring the much-needed clarity of mind and inner peace to accompany others.

