

Leadership Development

Increasing awareness, strengthening judgment, and expanding the capacity to lead through complexity. Built for leaders and cohorts ready to translate awareness into sustained behavior change.

WHAT THIS IS

A structured path, *not a single event.*

Most leadership programs transfer knowledge and stop there. DAS Leadership Development is built on a different premise. Awareness matters, but awareness alone is insufficient. This practice area equips leaders to see more clearly, decide more effectively, and act with consistency, using structured application, peer accountability, and reinforcement loops that make new behavior the default rather than the exception.

THE LEADERSHIP ELEVATION JOURNEY™

DAS delivers Leadership Development primarily through a cohort based experience. Three phases move leaders from awareness through skill building to sustained behavioral integration.

01

FOUNDATION

Threshold and Awareness

- › Establish shared language and system frameworks
- › Surface cognitive patterns through CharacterGPS and IDI
- › Build psychological safety within the cohort

02

DEVELOPMENT

Activation

- › Apply AWARE and EMPower frameworks under real conditions
- › Trust, power, and accountability dynamics
- › Real world application with structured reflection

03

INTEGRATION

Alignment and Elevation

- › Apply frameworks to live organizational challenges
- › Action learning projects with peer accountability
- › Measurement and reinforcement loops for sustained change

WHO IT IS FOR

- ✓ Executive cohorts
- ✓ Senior leaders in transition
- ✓ High potential accelerators
- ✓ Culture transformation initiatives

Delivered for cohorts of 12 to 20 leaders over 6 to 12 months, virtually, in person, or hybrid.

WHAT CHANGES

- ✓ Strategic clarity under ambiguity and pressure
- ✓ Consistent decision making aligned to strategy and culture
- ✓ Measurable behavior change tied to retention and engagement
- ✓ Shared leadership language across the organization

ASSESSMENT SUITE

PHASE 1, PARTNER TOOL

CharacterGPS®

Character traits and pressure response profiles. Individual and team aggregate maps, without individual attribution.

PHASE 1, CERTIFIED PRACTITIONER

IDI

Intercultural Development Inventory. Maps where each leader sits on the inclusion continuum. Darryl is a certified IDI practitioner.

“DAS brings a unique ability to help leaders think more strategically, lead more authentically, and achieve outcomes that extend far beyond the coaching engagement itself.”

Dr. Dinee Collings Simpson, MD, FACS

Chief Health Equity Executive
Northwestern Medicine

THE PRACTITIONER



Darryl Smith

Founder and CEO

30 years of enterprise leadership transformation work. **Senior Client Partner, Korn Ferry, 19 years.** Architect of the Leadership Threshold Practice. Partners with FMG Leading. Certified: IDI Qualified Administrator, Enneagram, CharacterGPS®, APCT, Executive Coach, Georgetown Power and Influence.

TRUSTED BY

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THE DAS PROMISE

We promise to help you see more clearly, challenge with care, and tell the truth with respect.

What threshold is your leadership team standing at right now?

Let's talk about your cohort, your timeline, and what sustained behavior change looks like for your organization.

START THE CONVERSATION

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