

**ADDICTIVE
LEADERSHIP®**

ASCEND 2026

ALL VIRTUAL LEADERSHIP DEVELOPMENT PROGRAM

For partners, senior managers, and managers.





ADDICTIVE LEADERSHIP®

THIS WORKBOOK BELONGS TO: _____

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ARE YOU READY TO ACTIVATE YOUR HIDDEN POTENTIAL?

Overcome today's most common leadership challenges and free capacity for higher-value work:

- ✱ Avoiding difficult conversations
 - ✱ Working "below your level"
 - ✱ Difficulty holding others accountable
 - ✱ Avoiding business development activities
-and more

Complete the program that's already helped hundreds of top firm leaders free capacity, decrease burnout, and contribute to firm-wide improvements in utilization, realization, retention, and profitability.

For the first time ever, **this program is offered virtually.**

PROGRAM COMPONENTS

Designed to help you achieve measurable and lasting improvements in your leadership, well-being, and contribution to the firm's growth.

PREPARATION

Receive critical resources and communications that prepare you for the greatest possible impact and results.

IMMERSIVE VIRTUAL WORKSHOP

Learn our 6-Step Process for identifying and doing 'Uncomfortable Work' at scale. End with an Action Card for immediate implementation and custom scripts for difficult conversations.

1:1 AND GROUP COACHING

Make sure your training sticks. Receive guidance, support, and accountability from a dedicated Reinforcement Coach as you implement the learnings and put your Action Card into motion.

MEASURABLE RESULTS

Know the exact progress you're making towards your goals, capacity reclaimed for higher-value work, and contribution to firm performance.



PROGRAM TIMELINE

SELECT A WORKSHOP DATE TO BEGIN

📅 Friday, Jan 9th, 2026 @ 10a - 12p CST

📅 Friday, May 15th, 2026 @ 10a - 12p CST

1X1 COACHING

Meet with your personal coach 2x per month, for 30 minutes each. Guaranteed to free up more time than you spend. Scheduled around your availability.

GROUP COACHING

Join an expert-led group call 1x per month to overcome obstacles, exchange advice, and share accountability with other ASCEND-ing leaders.





WHY ATTEND?

Gain the same benefits other firm leaders across the profession have already received:

- ✓ **Have more 'Uncomfortable Conversations' with confidence.** Overcome the "fears" holding you back so you can delegate effectively, manage performance, and reset client expectations.
- ✓ **Free capacity for high-value work.** We'll help you reclaim the time you're losing each year to lower-value tasks, projects, and behavioral patterns, then delegate without your team getting overwhelmed.
- ✓ **Develop talent without burnout.** Train and elevate your staff confidently, ending the cycle of upward-delegation and firefighting, without adding stress or losing talent.
- ✓ **Increase accountability without fear.** Create a more direct, "kind but clear" culture where feedback and accountability are welcomed, rather than avoided.



PARTICIPANT QUOTES:

“Excellent session. This could be the turning point for our firm.”

-MillerMusmar leader

“This is the missing link for businesses. We have the brains and the aptitude, but [they] bring the art of emotional integration to the table that unifies and strengthens then entire workforce. Thank you.”

-SFW Partners leader

“Whole program was great! Really engaging and felt like it got into topics a lot of people would not normally. 10/10 would recommend.”

-Hungerford leader

“Thank you for sharing tools to help us be a better version of ourselves. Great program to help move and change behaviors long term.”

-Windham Brannon leader

“Great program, put me on a right track to do things I am not totally comfortable doing. ”

-Meaden & Moore leader

PROGRAM COST:

TIER (# OF SEATS PURCHASED)

WORKSHOP ONLY

WORKSHOP + COACHING

Individual (1-5 seats)

\$500/per person

+\$450/mo per person – 3 month min.
(Cancel anytime after first month if not satisfied.)

Small team (6-15 seats)

\$460/per person

+\$425/mo per person – 3 month min.
Includes FREE 3-month coaching for 1 team sponsor, plus FREE private group session.

Private cohort (16+ seats)

Contact Us **HERE**. Private workshop for up to 30 leaders. Program customized around firm goals and culture. Includes book bundle, certificates of completion, and priority scheduling.

+\$400/mo per person – 3 month min.
Includes FREE 3 month coaching for 1 team sponsor, FREE private group sessions, and ROI review with sponsor at end of program.

NOTE: Special “priority-enrollment” pricing only available through Dec 2025.

RESERVE YOUR SPOT(S) TODAY!

SCAN THIS QR CODE:



OR VISIT:

addictiveleadership.com/ASCEND2026

"I have had more difficult conversations in the last year than I have had in my entire career."

-Heidi LaMarca
CEO & Managing Partner, Windham Brannon



6-STEP PROCESS

1

WHAT

Identify the behavior

2

WHO

Identify the person

3

COST

Quantify the impact

4

HVA

Make the business case

5

FEAR

Identify the underlying fear

6

ACTION

Create a specific plan to execute change

QUESTIONS? WANT TO DISCUSS A PRIVATE PROGRAM?

CONTACT US DIRECTLY:

EMAIL:

derek@addictiveleadership.com

CALL/TEXT:

402-972-6339

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