



Sphere of Influence - Field Leadership Program

Course Description:

The MasterMinds Leadership Sphere of Influence - Field Leadership program is designed to help organizations empower leadership growth throughout their workforce. We create this growth by enhancing leadership skills and responsibility at the nexus between vision and execution: the director, managerial, and supervisory “middle leader” level. With influence in all directions, middle leaders must have a path of growth that impacts their influence wherever it resides.

Designed by industry professionals, business anthropologists, quantitative psychologists, and PhDs, the Sphere of Influence Program has been designed to:

- Streamline speed to leadership proficiency
- Generate influence in multiple leadership directions
- Deploy core leadership skills to produce through others
- Track & measure leadership growth

Want to see the competencies being trained and additional program details?

Visit <https://mastermindsleadership.lpages.co/program-details/>.

Outcomes:

The MasterMinds Leadership Sphere of Influence - Field Leadership program will leverage your organization’s most valuable assets: middle leaders. They will build a growth path that is discoverable, transparent, and measurable. At the end of the program, your middle leaders will become effective at:

- Building an effective PM/Superintendent relationship and create communication habits to work well across generations.
- Having healthy and timely interactions to give/receive feedback, address issues and solve high-impact problems.
- Having proactive and practical approaches to reducing stress on the jobsite with team members, leading to a safer and more productive work environment.

Who Should Attend:

Field Leaders who have:

- Recently been promoted into a leadership role
- Been given expanded responsibilities
- Need to be challenged in order to level up

Dallas
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Fort Worth
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Sol - Field Leadership Program Statistics based on delivery to 100+ mid-level leaders:

- 96% Would recommend this program to a colleague
- 100% Facilitator Satisfaction
- 97% Level of Engagement
- 90% Program Satisfaction

Testimonials from TEXO Members:

Logan Harper (Project Manager, TDIndustries):

"The different levels of interaction, topics covered, individual coaching tips and follow-up are all things I am actively looking to use and keep for my continuing growth. This training is one of the best I have participated in because of its diverse means to meet and discuss topics and I am grateful to have attended."

Craig Kellermeier (Project Manager, TDIndustries):

"The course was really valuable and with my time for a few main reasons. One with the course broken up into different cohorts (PMs and Superintendents), not only did we get to work together better, but we also got to spend time on specific items related to our titles. I felt the coaching calls we had every 3 or 4 weeks was one of my favorite parts because at that point we got to focus on what our personal individual needs were and what we wanted to work on. Once those calls were finished, our coaches would send us follow-up material to help us work on items we talked about. Overall, this course has prepared me for my career growth and made me a stronger PM in my day-to-day operations on the jobsite."

Marshall Manry (Superintendent, Polk Mechanical):

"I would definitely recommend this class to others. The combination of interactive classes, consistent feedback loop, historical examples, and in-person troubleshooting made it a very productive class. This course involves a well-practiced and thoughtful step-by-step approach to fostering meaning, understanding, inspiration, and ultimately leadership. I will use these techniques in the future in both my personal life and at work."

Luke Perry (Superintendent, TDIndustries):

"[The program] has shown the importance of time management and prioritization."

John Curry (Superintendent, TDIndustries):

"The training was different. We had group meetings and worked with real problems. It was nice getting feedback in a group setting."

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Facilitator Bio

ALEX FICHERA has always determined his success by the success of those he works with, waking up every day to serve the needs of others as a way of serving himself. People are his passion and working with others to find out what is most important to them, while supporting their journey, allows him to bring balance to the work/life dichotomy.

While traveling around the world as a professional athlete, working at multiple levels within successful organizations, and having started his own business, Alex has gained an enormous amount of knowledge, experience, and understanding that he leverages to generate clarity and produce practical, high-impact solutions. Not easily rattled, Alex can bring comfort in the uncomfortable, and those he works with will say he is a good listener, asking the right questions at the right time. Alex builds Trust through his ability to be authentic and follow through on what he says he will do.

Currently, as Vice President of Management Development, Alex has helped hundreds of individuals, teams, and companies build confidence, exceed expectations, and drive sustainable growth from within. Helping leaders progress from generating results themselves to generating results through others, companies have invested in his leadership training as a means of generating business growth. Not happy with how the leadership industry has responded to the needs of today's business leaders, he has successfully disrupted the industry by making high-impact coaching and training accessible and affordable to middle management. This has streamlined talent development, helped retain high-quality personnel, and shown a ROI to those investing in their people.

Alex holds a B.A. from the University of North Texas in Anthropology with a specialization in Business Anthropology. He holds several certifications in behavioral analysis and is certified by the Texas Education Agency. He currently serves on the TEXO Foundations High School Outreach Committee, as well as serving on the Board of Governors at the La Cima Club in Las Colinas.

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