MERIDIAN
Leadership Consulting

ASCEND LEADERSHIP TRAINING

SESSION ONE · PARTICIPANT WORKBOOK

Base Camp

Who are you before anyone tells you who to be?



NAME

ORGANIZATION

DATE

This workbook is yours. Write honestly. No one grades it.

OUR AGREEMENT

The Base Camp Cohort Agreement

Base Camp works because of the trust built inside it. Below is the agreement this cohort makes together. **Sign it. Mean it.**

1. What is shared in this room stays in this room.
2. We listen to understand, not to respond.
3. We bring honesty, not performance.
4. We support each other's growth, including when it is uncomfortable.
5. We hold each other to the commitments we make here.

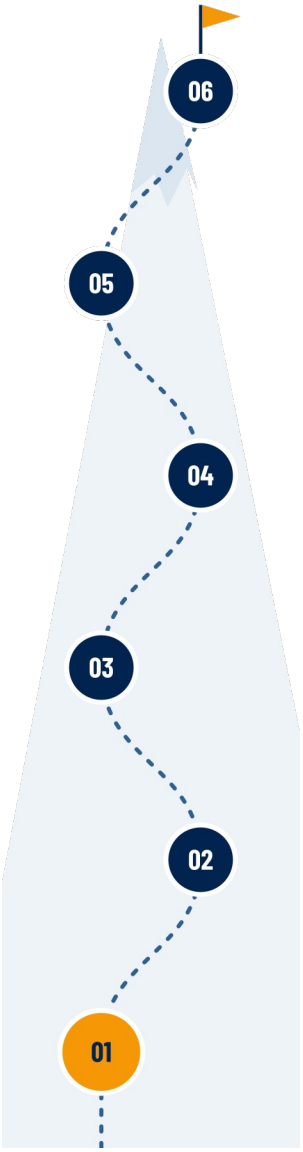
YOUR SIGNATURE _____ **DATE** _____

ADDITIONS FROM YOUR COHORT

THE PROGRAM

The Six Sessions of Base Camp

Each session builds on the work done before it. Come prepared. Do the between-session assignments. **The program compounds.**



SESSION 06

The View From Here

Who are you, what do you bring, and what are you committing to?

SESSION 05

Finding Your Oxygen

What sustains you, and what are you actually here for?

SESSION 04

Weather and Altitude

What do you do when things get hard and you have no lever to pull?

SESSION 03

The Candle

How do you move people when you have no authority to move them?

SESSION 02

Reading the Terrain

How do you see the world, and how does the world see you?

SESSION 01 · TODAY **YOU ARE HERE**

Base Camp

Who are you before anyone tells you who to be?

CORE EXERCISE

Who Are You

BRAIN SCIENCE, WHY THIS WORKS

Autobiographical reflection activates the default mode network, the brain's narrative system. When we deliberately revisit formative experiences and construct meaning from them, we are not just remembering. We are actively building the self-concept that shapes future behavior. For you, right now, this is not background work. It is the primary work. Leaders whose self-ratings match how others see them tend to be rated as more effective, and leaders who rate themselves well above how others see them tend to be rated least effective. In our experience, that alignment takes time to build.

Spend the next fifty minutes writing about who you are. Not your job title. Not your accomplishments. Not the version of yourself that lives on a resume.

Write about the experiences that shaped you. The people who changed how you see the world. The moments that made you think: *I want to be the kind of person who does that.* Or the opposite, *I never want to lead that way.*

You will not be required to share everything you write. This is yours first. Write honestly.

1 ***The experiences that most shaped who I am today:***

Recognition Exercise

BRAIN SCIENCE, WHY THIS WORKS

The brain does not treat who you are now and who you hope to become in quite the same way: thinking about your present self engages self-related brain regions more strongly than picturing your future self. The goal of this exercise is not to imagine a future leader. It is to see the leader that is already operating, in your daily work, your relationships, your ordinary moments. A foundation must be recognized before it can be built on.

Think about the last thirty days. Not the extraordinary moments, **the ordinary ones.**

- *The conversation where someone came to you instead of their manager.*
- *The meeting where you said something and the room shifted.*
- *The moment you saw what needed to happen and made it happen without being asked.*
- *The time a colleague told you something they hadn't told anyone else.*

You have been leading. You may not have called it that. Write the specific moments below.

1 ***A moment in the last thirty days when I led something, without a title or formal authority:***