

BEDROCK

Beginner Leadership Series · New & Emerging Leader Program

"A leader's job is not to deliver results. It is to serve the people who deliver results."

PROGRAM OVERVIEW

Bedrock is a three-day transformational experience for first-time and emerging people leaders. The transition from individual contributor to people leader is a career change — and most organizations treat it like a promotion. Bedrock closes that gap. Over three intensive days, participants dismantle the individual contributor mindset, build a leadership identity grounded in character, develop decision discipline, and acquire a coaching practice they can use in every 1:1 conversation starting Monday morning.

AT A GLANCE

FORMAT 3-Day Instructor-Led Workshop	AUDIENCE New & emerging managers (0–18 months in role)	COHORT SIZE Up to 18 participants
PREREQUISITES None — Bedrock is the entry point	DELIVERY On-site or off-site; in-person	SERIES Foundation for Keystone

CURRICULUM — THREE DAYS. THREE PILLARS.

	Identity & Philosophy	Decision Quality	Coaching Intensive
1	Cohort Foundation Set the tone, establish group norms, and build the psychological safety that makes real learning possible. Participants co-create the shared agreements that define the cohort.		
2	The Leadership Archetype Define what exceptional leadership looks like and identify the individual contributor habits that undermine it. Participants build their personal leadership profile and begin the identity work that anchors the program.		
3	Leadership Philosophy & Self-Assessment Examine the core assumptions that drive leadership behavior. Participants assess their dominant style, explore its liabilities, and identify the mindset shifts they need to make.		
4	The Cognitive Layer Explore how the brain decides under pressure and the biases most likely to distort leadership judgment: Overconfidence, Bounded Awareness, and Escalation of Commitment. Includes a personal decision-making diagnostic.		
5	The RIDE Framework		

	A Mosaix proprietary decision rights model: Recommend, Input, Decide, Echo. Participants apply the framework immediately to a real, active decision and debrief on clarity and accountability with a partner.
6	The PRISM Coaching Model Build the PRISM framework interactively through definition, behavioral example, and starter questions. Coaching is positioned as the highest-leverage leadership activity available in any 1:1 conversation.
7	Coaching Practice Observe a model coaching conversation, then practice with role switching. Participants synthesize the experience and commit to what they'll do differently next.
8	30-Day Commitment & Program Close Each participant writes a concrete commitment across three areas: a decision to run through RIDE, a coaching conversation to initiate, and one individual contributor habit to leave behind. The program closes as a community with the full three-day arc honored.

WHAT PARTICIPANTS LEAVE WITH

- A defined leadership identity — core leadership principles and blind spots to manage
- The PRISM coaching model practiced under live observation
- A shared focus — a unified commitment to putting people first and aligning team development with organizational goals
- Decision-making discipline using the RIDE framework and decision filters
- A 30-Day Roadmap with specific, scheduled actions for the week ahead
- A culture design intent — a deliberate plan for the team environment they will create

DELIVERY & LOGISTICS

DELIVERY OPTIONS

- Three consecutive days (most immersive)
- In-person
- On-site at your organization or off-site retreat format

WHAT'S INCLUDED

- Complete Participant Workbook (digital)
- Framework reference materials
- 30-Day Roadmap with accountability structure