



# Upskill Leaders For Greater Impact

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Intrapreneurship Academy 2025



# Grow Intrapreneurial Leaders

**Over 70%**

of transformative innovations are commercialized by employees working within large companies

At Intrapreneurship Academy, we empower employees to work like entrepreneurs within their organizations—taking risks, adapting to change, creating value, and driving revenue. Intrapreneurs are confident, cutting-edge leaders with the determination to innovate and impact change at work and the confidence to manage significant shifts. Intrapreneurs are your strongest asset, ensuring your organization is competitive and on the front lines of innovation.

## Learners Becoming Leaders

Our partner companies trust us to develop their pipeline of internal innovators to:

- Create **new revenue**
- Develop **new technology**
- Tap **new markets**
- Apply **new processes**
- Gain **efficiencies**
- Drive **sustainable impact**

**Using an applied learning approach, Intrapreneurship Academy equips people to grow, thrive, and create value for their organizations.**



# Personalized, Flexible Learning for Busy Schedules

Syndeo Institute's Intrapreneurship Academy provides custom learning solutions to support our partners and employees in their learning journeys. Through a blended learning structure focused on practical skills and knowledge development, we deliver flexible modules in highly consumable formats.

Our content is organized along three topic Tracks: **Innovation, Agility, and Leadership**. Each Track is comprised of three 3-week Courses. Participants can take all three Courses in a Track or can combine Courses across Tracks.

In addition, participants can consume content through a variety of delivery formats: **Courses, Masterclasses, Webinars, or self-paced Sprints**. Our model helps organizations cost effectively disseminate intrapreneurial principals throughout an organization.



# A Customizable Learning Journey

Delivered Virtually, On-Premise, or at Syndeo Institute

## Tracks

## Courses

## Course Delivery Options

### Innovation

1. From Problem to Solution
2. From Solution to Business Plan
3. Business Storytelling

### Agility

1. Finding Opportunity in Change 1
2. Finding Opportunity in Change 2
3. Thriving in Times of VUCA

### Leadership

1. Strength-Based Leadership
2. Workplace Politics
3. Power Skills

#### Courses

Three, 105 Minute Sessions  
per Course

#### Masterclasses

Half or Full Day  
Virtual or On-Premise

#### Webinars

One-Hour Virtual Sessions

#### Sprints

Online, Asynchronous Learning  
Modules

# Leadership – Maximizing Positive Impact

Confident leadership starts with thinking like an intrapreneur. Our Leadership Courses prepare employees for leadership roles by strengthening the behaviors and mindsets—power skills—executives seek. Leaders learn how to play to their strengths and identify the strengths of their team, learn the value of feedback, both given and taken, and the art of negotiating and self-advocating. They'll graduate ready to move up to the next level of leadership and work at the top of their potential.

## Course Details

Three Courses, each comprised of three 105-minute virtual sessions

Course Class Size: Up to 25 individuals

Course Tuition: \$1,750 per Course

### Strengths-Based Leadership

The most effective leaders leverage their natural strengths allowing them to contribute at the highest level. They also recognize and capitalize on their team's strength, recognizing each person's unique contribution. Learners will understand their strengths, what they uniquely bring to an organization, and how to avoid potential pitfalls that accompany strengths.

**SPRING 2025 DATES:** April 1, 7, 15

**FALL 2025 DATES:** September 9, 16, 23

9 AM – 10:45 AM Mountain Time

## Course Takeaways

- Find opportunity in change
- Create a culture of agility
- Exhibit resilience, resourcefulness, and responsiveness
- Reflect on past decisions to improve future results
- Strategically respond to different types of change

### Workplace Politics

This Course is designed for professionals seeking to navigate corporate dynamics with finesse and integrity, a crucial skill which can be used to drive positive outcomes. Learn to wield influence authentically, creating a workplace culture that thrives on collaboration and shared success.

**SPRING 2025 DATES:** May 6, 13, 20

**FALL 2025 DATES:** October 7, 14, 20

9 AM – 10:45 AM Mountain Time

### Power Skills

Organizations require that leaders possess the EQ competencies that enable you to thrive in a complex environment. These "power skills" are essential but are rarely taught. Learners will acquire an awareness of how to define and present their professional brand, become adept at giving and receiving feedback, and incorporate your connections into your workflow.

**SPRING 2025 DATES:** June 3, 10, 17

**Fall 2025 DATES:** November 4, 11, 18

9 AM – 10:45 AM Mountain Time



# Innovation – Leaders Become Innovators

Courses in the Innovation Track are where high performers learn how to drive change in programs, processes, or products, creating measurable revenue or cost savings for their organization. Through three standalone Courses, participants will learn the step-by-step process of innovation beginning with problem identification to solution creation, to development of an innovation business plan, and concluding with business storytelling. Participants experience intrapreneurship theory in action as they advance a real-world project of their choosing, bringing immediate value to their position, team, and organization.

## Course Details

Three Courses, each comprised of three 105-minute virtual sessions

Course Class Size: Up to 25 individuals

Course Tuition: \$1,750 per Course

## Course Takeaways

- Adopt a problem-solving lens using a lean startup framework
- Seek opportunities for innovation and continuous improvement
- Create solutions that reduce costs or drive new revenue
- Influence change by building a consensus and advocates
- Sell ideas through business storytelling

### Innovation from Problem to Solution

Organizations need their employees to be continuously innovating. Using a real-life problem, learners will follow a process that begins with creating a problem statement, understanding root causes of the problem, creating a collaborative solution, and capturing the value of the solution.

### Innovation from Solution to Business Plan

Participants will start with a solution and continue to flesh out important implementation details, such as understanding the role culture plays in innovation, finding the resources needed to implement their solution, mitigating risk through identifying and testing solutions, and creating an innovation business plan that sells their ideas.

### Business Storytelling

Storytelling is how humans connect. Participants will learn how to engage, inform, inspire, and influence using business storytelling. They will learn about story structure, effective use of visual aids, and presentation techniques resulting in a problem statement, an elevator pitch, and a short presentation that will be delivered in the last session.

**SPRING 2025 DATES:** April 2, 9, 16

**FALL 2025 DATES:** September 10, 17, 24

9am – 10:45am Mountain Time

**SPRING 2025 DATES:** May 7, 14, 21

**FALL 2025 DATES:** October 8, 15, 22

9am – 10:45am Mountain Time

**SPRING 2025 DATES:** June 4, 11, 18

**Fall 2025 DATES:** November 5, 12, 19

9am – 10:45am Mountain Time

# Agility – Find Opportunity in Change

In a fast-changing environment, nimble leaders go further. The Agility Track, comprised of three Courses, provides a framework for preparing for change. The methodologies taught give leaders the tools to build an agility practice for themselves and their teams. The highly interactive Courses teach new and established leaders the why, how, and what of turning unplanned change into unexpected opportunity. Learners emerge from Agility Courses prepared to transform their team members into responsive, quick thinkers who anticipate and welcome change.

## Course Details

Three Courses, each comprised of three 105-minute virtual sessions

Course Class Size: Up to 25 individuals

Course Tuition: \$1,750 per Course

### Finding Opportunity in Change Part 1

Change is a constant in today's business landscape. Incorporating agile practices will position learners to find opportunity in change. Applying the framework of COMPASS, we will explore the first three elements: Culture, Optimize Connections, and Means.

**SPRING 2025 DATES:** April 3, 10, 17

**FALL 2025 DATES:** September 11, 18, 25

9am – 10:45am Mountain Time

## Course Takeaways

- Find opportunity in change
- Create a culture of agility
- Exhibit resilience, resourcefulness, and responsiveness
- Reflect on past decisions to improve future results
- Strategically respond to different types of change

### Finding Opportunity in Change Part 2

We continue building our agility practice by exploring the last four elements of the agility COMPASS: Prioritize, Articulate, Study, and Shift. This course can be taken as a continuation of Part 1 or as a standalone course.

**SPRING 2025 DATES:** May 8, 15, 22

**FALL 2025 DATES:** October 9, 16, 23

9am – 10:45am Mountain Time

### Thriving in Times of VUCA

In this interactive course, you'll learn how to respond to unplanned change through the lens of VUCA, an acronym that stands for Volatility, Uncertainty, Complexity, and Ambiguity. We'll review strategies to use to respond effectively, and explore the skills needed to facilitate the best business outcomes.

**SPRING 2025 DATES:** June 5, 12, 19

**FALL 2025 DATES:** November 6, 13, 20

9am – 10:45am Mountain Time

# Pricing Details

COURSES	9 Courses each comprised of three 105-minute virtual, interactive applied learning sessions Up to 25 individuals <b>\$1,750 per Course</b>
FULL DAY MASTERCLASSES	6-7 hour, in person, interactive workshop Up to 20 individuals <b>\$11,000 per Masterclass = Facilitator T&amp;E</b>
HALF DAY MASTERCLASSES	2.5-3.5 hour, in person or virtual interactive workshop Up to 20 individuals <b>\$8,500 per Masterclass = Facilitator T&amp;E</b>
SPRINTS	90-minute asynchronous, online learning modules. Available for 6 of the 9 Courses <b>\$299 per Sprint</b>
WEBINARS	60 minute, online Webinar <b>\$3,500 per Webinar</b>

Note: Final confirmation of courses, classes, and number of seats will be made once payment is received. Attendee class changes may be made up to 30 days prior to the start of a class and we will be as flexible as we can to accommodate changes. You may also shift to a different course or class 60 days prior to any class start date. All seats must be used within the same year they were purchased.



**For more information, contact:**

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