

ASPIRETM

A two-day change management course for senior teams —
where strategic clarity and the human side of change are
led as one.

FORMAT

Two-day executive
workshop

BUILT FOR

C-suite & senior leaders

YOU LEAVE WITH

Six working tools

Leading change is harder than it was five years ago — and the reasons matter.

Most change initiatives still fall short. Not because the strategy is wrong, but because the people side and the strategic side are led as two separate problems. ASPIRE™ treats them as one.

THE STRATEGIC CASE

The playbook hasn't kept up.

- Strategy now shifts faster than organizations can absorb it; certainty has become a luxury.
- AI and automation are redefining roles mid-transformation. The capability question is no longer stable.
- Misalignment at the top surfaces downstream as duplicated effort, stalled decisions, and competing priorities.

THE HUMAN COST

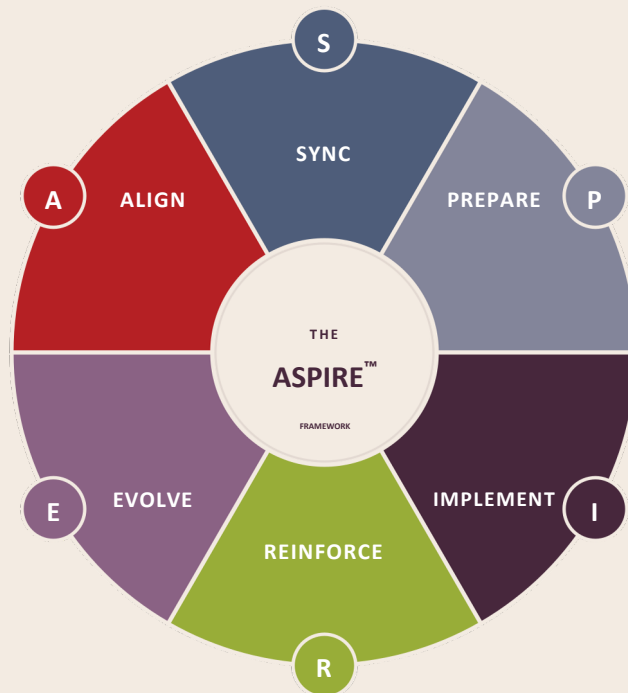
People are carrying more than we see.

- Organizational fatigue is real and measurable. Reserves are lower than they were.
- The informal sensing channels — the hallway conversations — have thinned with hybrid work.
- The leaders carrying the change are living through it too. That dual load deserves acknowledgment.

The gap between what leaders say and how they behave erodes confidence faster than any external disruption.

THE ASPIRE™ PREMISE

Six phases. One arc from purpose to culture.



Align on Purpose & Direction

Genuine leadership alignment before the organization is asked to move.



Prepare the Roadmap

A path that's clear, owned, and honest enough to survive change.



Reinforce Progress

Make progress visible—and make momentum a discipline.



Sync People & Priorities

Surface what isn't being said—before silence becomes resistance.



Implement with Clarity

Communication as conversation, and the capability to deliver.



Evolve the Culture

Embed the new way, and build the capacity to adapt again.

Not another change-management framework.

ASPIRE™ is built for the conditions leaders are actually working in—volatility, fatigue, and a capability landscape that changes faster than the plan.

01 Strategic and human, led as one

Every phase holds both the business case and its human cost in the same frame. Leaders stop choosing between the spreadsheet and the people in the room.

02 Tools you keep, not notes you lose

The course is built around six proprietary instruments designed to be used back at the organization — not completed once and filed away.

03 Agility built into every tool

One embedded question per tool trains leaders to plan for change rather than pretend it won't come — the discipline agile brought to software, applied to change.

THE MTI AGILITY LOOP

One simple model, practiced across all six tools.

SENSE → DECIDE → MOVE → LEARN → ADAPT

ASPIRE™ is how you lead this change. The MTI Agility Loop is what your organization becomes as a result — able to sense what's shifting, decide without waiting for certainty, and adapt without losing direction.

Six instruments. One continuous portfolio.

Each tool is the primary working output of one phase—and each feeds the next, tracing the journey from purpose to embedded culture.



TOOL 01

Alignment Compass

A four-dimension self-diagnostic that surfaces whether leadership is genuinely aligned — not just publicly committed — before the change moves.



TOOL 02

Stakeholder Engagement Map

Captures depth of impact and what each stakeholder needs to feel heard — closing with one real conversation committed to within ten days.



TOOL 03

Decision Gate Roadmap

A roadmap built on decision gates rather than fixed deadlines — structured to guide, honest enough to be revised when conditions shift.



TOOL 04

Change Conversation Plan

A 30-day plan built around two-way dialogue — including the column most plans avoid: what you're not saying yet, and when you will.



TOOL 05

Recognition Rhythm

Turns recognition from an intention into a practice — a named trigger, a named form, and named people, on a rhythm leaders actually keep.



TOOL 06

Culture Commitment Canvas

Three commitments across structure, behavior, and ritual — closing the loop so the change becomes how the organization simply operates now.

Participants don't leave with a binder of notes. They leave with six instruments already applied to the change they're leading right now.

WHAT TO EXPECT

Two days. Reflect and plan, then build and embed.

DAY 1 — REFLECT, LISTEN, PLAN

Direction before motion.

- Opening — Setting the Stage
- A** Align on Purpose & Direction
Alignment Compass
- S** Sync People & Priorities
Stakeholder Engagement Map
- P** Prepare the Roadmap
Decision Gate Roadmap

DAY 2 — BUILD, REINFORCE, EMBED

From plan to new normal.

- I** Implement with Clarity & Capability
Change Conversation Plan
- R** Reinforce Progress & Celebrate Wins
Recognition Rhythm
- E** Evolve the Culture & Embed the New Way
Culture Commitment Canvas
- Closing — The Purposeful Leader as Multiplier

DELIVERY In-person or live online	COHORT Private to one organization	TAILORING Customized to your context
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DESIGNED FOR

CEOs & C-suite sponsors

CHRO / Chief Learning Officers

Transformation & change leads

Senior government program leaders

Executive leadership teams

Led by Monica Thakrar.



Monica Thakrar

FOUNDER, MTI INC.

Monica has spent her career helping senior leaders navigate the human side of change without losing strategic momentum. Her work pairs the discipline of transformation with a genuine respect for what change asks of the people living through it.

ASPIRE™ distills that practice into a method leaders can carry on their own — a way of leading change that holds clear direction and honest humanity at the same time.

[Add Monica's credentials, signature engagements, and certifications here.]

6

Proprietary tools leaders keep and reuse

2

Days, designed for senior teams

1

Method that unifies strategy and people

"[Client testimonial goes here — a senior leader on the impact of the workshop and the tools they took back to their organization.]"

NAME · TITLE · ORGANIZATION

BRING ASPIRE™ TO YOUR TEAM

Lead your next change with clarity and humanity.

We'll tailor the two days to the change you're leading right now—your context, your stakeholders, your stakes. Let's start with a conversation.

REQUEST A PROPOSAL

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ASPIRE BEYOND EXPECTATIONS