

MOSAIC



Be Bold

Be Brave

Be Noble

Be True

Be Wise

EXECUTIVE TEAM

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WHO WE ARE

We are a strategic services firm.
We built a unique team with expertise in strategy, leadership, management and ethics.
We aim to develop adaptive and inspiring leaders.

HOW WE HELP

We serve as trusted advisors.
We design and deliver transformative leadership development experiences.
We educate and teach leaders how to acquire new knowledge and new skill.
We provide consulting, coaching and mentoring to guide leaders on their journey.

FOCUS OF DEVELOPMENT

CHARACTER – To make the moral faculties sharp, discerning and developed.

IDENTITY – To integrate one’s virtues, values, knowledge, skills, and experiences.

INTELLECTUAL – To make the intellectual faculties sharp, discerning and developed.

LEADERSHIP – To build virtue, excellence and wisdom and transform it into performance and achievement.

STRATEGY – The ability to create a vision, set conditions, discover insights and select proximate objectives.

ETHICS – The moral strength to convert moral intentions into actions by evaluating and solving moral dilemmas.

EXPERIENCE BY THE NUMBERS

We have delivered over
4,000 engagements.

Attendance for our engagements
exceeds 150,000 participants.

Our senior advisors have over
20 years of experience



OVERVIEW OF SERVICES

The architecture of our services is designed as an anagogic, dialogue-led, open-forum atmosphere, with the aim to awaken a leader's wisdom-faculty, by elevating the mind from what is sensible to what is intelligible. This elevating is what produces strategic insights and is the aim of strategic thinking. Seeing what others do not see, is the competitive advantage leaders seek and the reason why students undergo rigorous strategic development programs. *Anagogic means leading on high—the elevating of the soul and spirit—to the summit of intellectual insight to make wise and just decisions. Dialogue means to flow in meaning and to flow in truth. Wisdom-faculty means to discern what is hidden from sense-perceptions to reveal deeper truths and insights.*

TRAINING AND DEVELOPMENT

Clients who need new knowledge and skills bring us in to guide their skill development. The value we bring is in our ability to demystify the domains of knowledge and the methods to acquire new skills. We do this by teaching principles and techniques that lead to basic skill development. Upon return to work, clients have the core principles and techniques to build competency as they practice their new skills.

GUIDING AND COACHING

Clients who need new knowledge and skill, but who do not have the freedom to leave professional duties to train, bring us in to serve as coaches. The value we bring is in our ability to demystify the domains of knowledge and the methods to acquire new skills. We do this by teaching principles and techniques that lead to basic skill development. As coaches, we serve as anchors to provide immediate feedback in skill acquisition.

RESEARCHING AND CONSULTING

Clients who lead strategic and operational initiatives bring us in as workforce enhancements. We serve as thinkers in the design and implementation of strategic programs. The value we provide is our ability to focus energy singularly on strategic activities. Being free from demanding managerial duties, we lead the completion of time-intensive critical actions. We use a general management framework to help solve policy, structure, system, and process inefficiencies.

NOTABLE ACHIEVEMENTS

Designed and led tailored leadership courses for U.S. Special Operations Command.

Led executives at Google to see the need and value to design and implement tailored leadership programs.

Designed and led tailored strategic leadership seminars for John Hopkins University.

Created the *Light of Leadership* training series (strategy, management, leadership, ethics, and resiliency).

Penned *The Gospel of Leadership: An Unconventional Dialogue in the Pursuit of Truth*.

“My journey with MOSAIC began with an eye-opener: deprived of all my external sources of power, would I still emerge as the leader in a group of my peers? That's a painful question to answer. Leadership is a lifelong process, a process that would not only see us grow horizontally with new knowledge, skills and competencies, but vertically as well. And it's this vertical growth I would submit, this expansion of ourselves into new realms of human potential and achievement—it's here that MOSAIC makes its mark. My eternal thanks to MOSAIC for showing me the light anew.”

STRATEGY AND STRATEGIC THINKING

We guide leaders to increase their confidence and courage in solving challenges and overcoming obstacles by strategic thinking. We focus on five areas of strategic thinking: critical thinking, systems thinking, thinking in time, ethical thinking and creative thinking. We structure strategy sessions by the study of six strategic elements: strategic theory, strategic logic, assessment, appraisal, planning and implementation. Our goal is to uncover hidden strengths that can be leveraged when facing challenges and obstacles. We use a conceptual model of destruction and creation, using deductive reasoning and inductive reasoning to create new strategies and solutions. The aim is to increase one's ability to bring order out of chaos and complexity. The focus is to identify a few objectives that create a competitive advantage. Our services are designed to equip leaders with knowledge and techniques in six categories central to strategic thinking: vision casting, design, theories, methodologies, assessments and decision-making. Our knowledge is anchored in theoretical frameworks, historical examples, case studies and practical applications.

LEADING AND LEADERSHIP DEVELOPMENT

We aim to develop the inner nature of leaders, by rooting a leader in their most important virtues and values. We focus on the virtues of wisdom, justice, courage and self-discipline and the values of trust, admiration, performance and achievement. We work with leaders during highly volatile transition periods: from technical expertise to technical leadership, from technical to operational leadership, from operational to strategic leadership. Our services are designed to equip leaders with knowledge and techniques in seven domains: vision casting (purpose), character development (virtues), identity development (know thyself), intellectual development (discernment), moral and ethical development (justice), spiritual development (awakening), and leadership development (wisdom). Our services leverage eight development techniques: reflective writing, self-inquiry, self-knowledge, dialogue, feedback, active listening, mindfulness, and visualization. Our knowledge is anchored in theoretical frameworks, historical examples, case studies and practical applications.

NOTABLE CLIENTS

Google - Microsoft - Starbucks

Lululemon - Deloitte - T-Mobile - Genentech

U.S. Department of Defense

U.S. Special Operations Command

“This is the greatest leadership training I have attended. I am amazed by the amount of thought and preparation MOSAIC devoted to the development of the curriculum. Each part of the course served to challenge us and induce intense thought. The curriculum was designed to sharpen all aspects of our being: physical, mental, and spiritual. I was forced to take an honest look within, identify my weaknesses and fault and admit to shortfalls in my leadership ability. I have no doubt that this course sought to strengthen these areas in each individual that attended.”

MANAGING AND MANAGEMENT DEVELOPMENT

Our aim is to create management architectures that are agile and able to respond to chaos and conflict with fluidity, speed and harmony. We work with leaders to create a management architecture that identifies the best people, systems, structure, processes and equipment in order to move with fluidity, speed and harmony during day-to-day operations. The architecture is designed to equip leaders with the knowledge and techniques of operational and managerial excellence. Five management categories are covered: decision-making, performance, responsibilities, functions, and tasks. We employ a conceptual model that unites inductive and deductive reasoning to practice these management techniques. We leverage eight developmental techniques: vision casting, business process improvement, organizational planning and sourcing, problem solving, critical and creative thinking, performance measures, goal setting, and feedback. Our knowledge is anchored in theoretical frameworks, historical examples, case studies and practical applications.

RESILIENCY AND HUMAN DEVELOPMENT

Our aim is to equip leaders with simple and effective techniques that lead to resiliency, recovery, and mastery over their sources of power: will, intelligence, spiritedness and emotions. Our techniques develop the mind to be sharp and discerning, the body to be strong and vigorous, the emotions to be stable and powerful, and the spirit to be virtuous and noble. We work with leaders to help them increase their psychological, emotional and spiritual strength by teaching practices designed to increase energy and confidence and decrease stress, pain, anxiety, doubt and fear. Our services leverage eight development techniques: vision casting, wisdom literature, reflective writing, mindfulness, meditation, yoga, feedback, and active listening. Our knowledge is anchored in theoretical frameworks, historical examples, case studies and practical applications.

DEVELOPMENT KEYSTONES

INNER LIGHT

“The **quick recognition of a truth** that the mind would ordinarily miss or would perceive only after long study and reflection.”

“An intellect that, even in the darkest hour, retains some glimmerings of the **inner light, which leads to truth.**”

INNER DETERMINATION

“The courage **to accept moral responsibility**, the courage in the face of a moral danger.”

“Determination proceeds from a special type of mind, from **a strong mind** rather than a brilliant one.”

From Clausewitz's On War

“MOSAIC’S Leadership training is a priceless experience and one of the most important things I have done in my life. The lead instructor possessed strong acumen in leadership and his unconventional approach to developing others has helped me become more aligned with my true path and allowed me how to gain control over my destiny. If every leader used the methods MOSAIC teaches in this training, our world would be a much different place. Leadership truly begins with truth leading and if your heart is seeking truth—this training is for you.”

CATALOGUE OF COMMERCIAL OFF-THE-SHELF (COTS) TRAININGS

Trainings can be purchased by organizations to meet their professional training and development objectives.

TRAINING	DELIVERY AND PRICING
<p>Light of Leadership Training Purpose: Teach leaders character development and how to pursue virtue, excellence and wisdom in the performance of actions. Teach leaders how to make the moral and intellectual powers sharp, discerning and development. Focus of effort is moral development, identity development and reflective judgement.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Strategic Leadership & Team Management Purpose: Teach leaders how to create a vision, set strategic conditions, discover strategic insights and select proximate objectives. Teach leaders how to lead cross-function teams in the performance of actions.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Vision Casting Training Purpose: Teach leaders how to generate, clarify, communicate and execute a professional leadership vision.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Advanced Team Leadership & High Performance Purpose: Teach leaders how to design and lead high performance team structure and apply the principles and practice of expert team performance to achieve goals and objectives.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Leading and Managing High-Performance Teams Purpose: Comprehensive training designed to take leaders past their edge in character, conduct, expertise, and knowledge.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Character Development Purpose: Teach leaders the essence of character development by creating a unique ethos and an authentic leadership archetype.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Leadership Development Purpose: Teach leaders the essence of character development by creating a unique ethos and an authentic leadership archetype.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Resiliency Development Purpose: To teach leaders how to exercise moral, intellectual, psychological and emotional strength and power to create harmony, initiative and adaptability during times of stress, uncertainty and change.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Tactics Train-the-Trainer Purpose: Teach leaders how to study the tactical canon (The 10 core books) and lead tactical trainings for their teams.</p>	Duration: One-to-Five Days. Class Size: Up to 20 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Strategy Train-the-Trainer Purpose: Teach leaders how to study the strategic canon (The 10 core books) and lead strategic management meetings and strategic thinking trainings for their teams.</p>	Duration: One-to-Five Days. Class Size: Up to 20 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Resiliency Train-the-Trainer Purpose: To teach leaders how the guide their teams to exercise moral, intellectual, psychological and emotional strength and power to create harmony, initiative and adaptability during times of stress, uncertainty, change and conflict.</p>	Duration: One-to-Five Days. Class Size: Up to 20 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Train-the-Trainer Facilitation & Certification Purpose: Teach leaders the art of facilitation to lead human development and leadership development trainings.</p>	Duration: One-to-Five Days. Class Size: Up to 50 participants. Pricing: Flat Fee of \$5,000 per day.
<p>Team and Executive Retreats Purpose: To guide and lead specialized mindfulness retreats to create the ideal environment to strengthen and revitalize the Spirit and Soul of a Leader. Participants leave the retreats feeling empowered, energized and inspired.</p>	Duration: One-to-Five Days. Class Size: TBD Pricing: TBD

“The MOSAIC experience gave me a deeper understanding of self-knowledge. It gave me an understanding how my experiences in life shaped and transformed me into the leader I am now. The staff brings the energy, wisdom, and experience necessary to actualize human potential and the students bring a fearless commitment to self-discovery—both the staff and students work in this light to bring about the transformational experience. MOSAIC started a dialogue in my workplace that has permeated our culture—bringing the very best out of our people.”

SUMMA OF METHOD

EDUCATION PRINCIPLES

The method is focused place on the ethical, intellectual, and professional elements that guide strategic leaders, thinkers and managers of high-performance teams to:

1. Increase capacity for strategic thinking and independent action in situations of uncertainty, complexity, and conflict.
2. Increase resiliency by becoming independent of the wills, judgments and emotions of others and the pressures and demands of their profession.
3. Increase physical energy, mental energy, and moral strength to embrace uncertainty and adversity.
4. Build professional friendships and networks based on admiration, trust, respect, and loyalty.

CONVERTING KNOWLEDGE INTO ACTION

The method is designed to help students discover how to convert the kinetic chain of knowing, willing, and acting (the means) into the achievement of goals (the ends). *Mastering the kinetic chain of means and ends, of being and becoming, is the essence of strategic leadership.* Strategic leadership involves the integration of strategic intelligence, strategic thinking, strategic management, and strategic judgment.

For each development domain, students will be provided with the core frameworks, principles, techniques, and practices to build knowledge acquisition and skill acquisition. *The aim of the training is to distill the structure of strategic leadership as virtue, excellence, and wisdom in the performance of actions.*

STRATEGIC FITNESS

The development structure can be set from two to ten, three-hour, learning modules. Each module is modeled after a “pitch” in a mountaineering expedition. Each “pitch” builds on the other to produce a deepening and a heightening in the mind of the students. Each module includes knowledge acquisition and practical application. *Practical application means intellectual weightlifting, intellectual gymnastics, and intellectual exercises, designed to make the student’s moral and intellectual faculties sharp, discerning and developed.*

CARDINAL ACTS

Prepare leaders to think strategically about eight cardinal strategic leadership acts.

1. Awakening and actualizing individual potential.
2. Awakening and actualizing organizational potential.
3. Realizing basic human needs and wants.
4. Realizing organizational missions and objectives.
5. Recognizing and solving professional identity crises.
6. Recognizing and solving organizational crises.
7. Managing individual expectations.
8. Managing organizational expectations.

The Guardian Invocation

The guardian accepts the call and walks the rigorous and arduous path of becoming truth, justice, and wisdom.

The guardian questions all authority and all conventional wisdom that is spoken in the course of his life.

The guardian seeks to understand and explore all worldviews, all religions, all cultures, all histories and all legacies of truth to understand fully what he is, his nature and his essence.

The guardian knows what he must contribute, then leaves generations to come with strong, universal, and life affirming foundations.

The guardian explores the interior and the exterior worlds, integrating and harmonizing both.

The guardian takes an eternal perspective.

The guardian loves as fully as possible; this love comes from his soul; this love is light and truth united.

The guardian creates lasting communities of truth-seekers; the aim is freedom.

The guardian knows suffering; his virtue is compassion.

The guardian knows love as both intimacy and rapture.

The guardian enters darkness with the soul's light.

The guardian embraces chaos; chaos initiates the transformation.

The guardian is a scholar of living; his being becomes an instrument of spirit.

The guardian walks alone, though he is never alone. The guardian heals and expands the gentleness of his heart.

The guardian lives in the mystery. The guardian goes into the abyss of truth.

The guardian lives in faith. The guardian is a testament of spirit.

The guardian knows he is a creature, the Creator made his spirit and being.

The guardian seeks union of the soul with spirit.

The guardian knows only by crossing the purgative, illuminative, and unitive gates can he achieve this union.
The guardian devotes his life to this aim.

The guardian looks you in the eyes, sees your soul, and reminds you, all souls are evolving to become the living light of truth itself, expressed here and now as love, goodness, truth, and beauty!

The guardian leads with the maxims—

Be Bold

Be Brave

Be Noble

Be True

Be Wise