



Sphere of Influence™

Open Enrollment

A shared Waco cohort for new and emerging managers

FALL 2026 | 12 WEEKS IN PERSON

Waco is drawing national and international investment.

Growth on that scale creates new managers faster than most companies can develop them.

BUILD THE MANAGERS YOUR GROWTH DEPENDS ON

Every growing business faces the challenge of promoting competent people into management roles only to see them struggle with a job they weren't trained for.

THE SIX CHALLENGES NEW MANAGERS HIT RIGHT OUT OF THE GATE

- 1. You Are a Leader Now** - "My boss says lead, but I'm doing everything I always did and doing it well. What's supposed to be different?"
- 2. Communication Across Differences** - "The way I communicate just clicks with some of my people and falls flat with others. Why does the same approach work so well with some and not the rest?"
- 3. From Peer to Boss** - "My old teammates still treat me like one of the gang. How do I earn respect and create accountability now that I'm in charge?"
- 4. How Leaders Spend Their Time** - "I'm slammed from the minute I walk in, just reacting all day. When am I supposed to plan, and why do I keep falling behind?"
- 5. Getting Work Done Through Others** - "It's faster to do it myself. So why am I drowning, and why does my boss keep saying to delegate?"
- 6. Meetings and Sharing Information** - "My people miss things I know I told them, and my meetings drag. How do I keep them in the loop?"

Waco has resources for both ends of the employee journey, from helping people enter the workforce to supporting seasoned executives. What's been missing is support for those in the middle, especially first-time managers. This program fills that gap.

Waco deserves a premier leadership development consultancy. Built in DFW. Now headquartered in Waco.



WHY Sphere of Influence™

Learn with peers, not in a vacuum

Live sessions in Waco, with managers from other local organizations working the same problems in the same room.

Facilitators with Fortune 50 experience

The same people who've developed leaders inside some of the country's largest companies, using adult-learning science.

Cost-effective, and leadership- effective

You may not have a big development budget, but you still need real results. Get them without building a program of your own.

WHO to enroll

The strong performer you just promoted, now leading the people who used to be their peers.

The high-potential you're preparing for a first leadership role.

The manager who's held the title for years but never had real development.

HOW it works

Live sessions every two weeks for 90 days

Field work and practice between sessions

90 days of follow-up after the cohort ends

Your Facilitators



Dr. Laura Shero, EVP

Laura leads MasterMinds' leadership curriculum and emotional-intelligence training. She holds a PhD in Educational Psychology from Baylor, taught graduate statistics there, and is certified across the TTI behavioral assessments (DISC, Motivation, and EQ). She has built leadership and education programs from the ground up, in Central Texas and abroad.



Dr. Phillip Shero, President

Phillip has more than twenty years in executive coaching and strategic planning, working with leaders from fast-growing companies to organizations past \$500M in revenue. He holds a PhD in Organizational Leadership, built and led a university in Uganda as its president, and coaches CEOs through their hardest transitions.

Sphere of Influence™ 2026

At the Republic Gun Club - 2pm to 4pm

September 18
October 2

October 16
October 30

November 13
December 4



Register today

*\$2195 before August 10
\$2395 after August 10*

REGISTRATION DEADLINE: **SEPTEMBER 8**