

## LEADERSHIP EFFECTIVENESS PROGRAMS

### COACHING FOR EXECUTIVES & HIGH POTENTIAL LEADERS

#### LEADER ACCLIMATE

*Ideal for newly appointed leaders and project managers receiving a promotion or lateral opportunity to lead an existing intact team.*

##### What you get:

- ✓ Five months of coaching (two 60 min. sessions per month)
- ✓ Facilitated process to expedite team engagement, trust, and alignment
- ✓ Two expertly facilitated team sessions including:
  - One “questions and concerns” team assessment session (two hours)
  - One “deep dive dialogue” leader-team engagement session (two hours)
- ✓ One private individual feedback debrief session with leader (one hour)
- ✓ Unlimited e-coaching between formal coaching sessions
- ✓ Two online pulse surveys to track and evaluate leader-team progress
- ✓ Ongoing coordination with team sponsor and internal HR representatives

##### How you benefit:

- ✓ **Leader action plan** with key areas of focus and strategic priorities for smoother transition
- ✓ **Avoid or minimize unnecessary problems and grievances** related to organizational changes and loss of productivity, quality, time, and resources
- ✓ **Strengthen leader-team alignment** and avoid misunderstandings and conflicts
- ✓ **Re-establish leader-team trust and alignment** (when applicable)
- ✓ Position leader and team to preserve what works and **build on strengths**

#### LEADER ACCELERATE

*Ideal for emerging leaders to elevate targeted performance and potential*

##### What you get:

- ✓ Six months of coaching (two 60-75 min. sessions per month)
- ✓ Initial session in-person, then remainder by phone or Skype
- ✓ Includes unlimited e-coaching in between scheduled sessions
- ✓ Includes administration and debrief of on-line 360 feedback survey (can coordinate with internal OD department to utilize any in-house assessment instruments) or in-person interview-style 360 feedback assessment
- ✓ Up to two additional assessments as needed (personality, leadership, or career)
- ✓ Up to three alignment meetings with Sponsor to clarify expectations, goals, and track progress (30-60 min. each)
- ✓ Establish individual development goals and action plans

**How you benefit:**

- ✓ **Tailored coaching agreement and action plan** to suit leader and organizational needs and goals
- ✓ **Improve decision-making** with greater **focus, confidence, and judgement**
- ✓ Gain **deep insights** and self-awareness of key factors that play an essential role in leadership effectiveness and satisfaction
- ✓ Identify natural **strengths, values,** and underlying **motivators**
- ✓ Understand **key stressors** and working environments most conducive to leader satisfaction and success
- ✓ Greater **peace of mind** with engaging superiors, peers and employees
- ✓ Less struggle, more freedom, and **better results/outcomes**
- ✓ Mentoring opportunity from coach with significant **knowledge of organizational dynamics, processes, and operations**

**FLEX ON-DEMAND**

*Ideal for leaders and team members to enhance situational performance and effectiveness*

**What you get:**

- ✓ Shared pool of coaching available on ad-hoc basis
  - Initial 60-minute strategy and alignment session with Sponsor and/or team
  - Block of twenty-five 60 min. sessions (or equivalent 30 min. sessions) for use within six-month period
  - May be used by up to six leaders or individual contributors
  - Coaching sessions by phone or Skype
  - Monthly reporting of coaching hours used by approved individuals

**How you benefit:**

- ✓ Coaching tailored to suit **specific circumstances “just-in-time” as needed**
- ✓ **Improve decision-making** with greater **focus, confidence, and judgement**
- ✓ Greater **peace of mind** with engaging superiors, peers and employees
- ✓ Less struggle, more freedom, and **better results/outcomes**
- ✓ Mentoring opportunity from coach with significant **knowledge of organizational and team dynamics, business processes, and operations**
- ✓ **Flexibility** to assign and re-assign unused coaching hours to any leadership team member at no additional cost (with 24 hours advanced notice)