



## Leadership Coaching:

DEFINE

ALIGN

**Define and Align:** Personalized engagements to review strategy, plans, organization and portfolio to define and prioritize achievable goals and align activities and organization with strategy.

- **Organizational Assessment:** Shirtsleeves session with leadership team member(s):
  - Detailed review of organization and processes to identify organization health and focus areas for improvement.
  - Recommendations to improve governance and streamline operations.
- **Sustainability Planning:** Planning sessions with leadership team member(s) to:
  - Identify key talent, development needs and develop succession plan.
  - Assess financial health, determine annual income requirements, review revenue sources, set budget and plan for donor identification and development.
- **Strategic Planning:** Facilitated sessions with leadership team to:
  - Identify vision, core values and promise
  - Define goals and success strategy
  - Develop strategic plan with 1, 3 and 5 year horizon.
    - Focused 90d plan
- **Leadership and Team Engagement:** Recommended for leadership team:
  - Interactive presentation on Leadership Models and Styles.
  - Determine dominant styles through Leadership Assessment.
  - Discussion of Dominant Style and the need to adapt based on situation.
- **Teaming and Collaboration:** Recommended for leadership team and volunteer leaders.
  - Identify team member styles using Thinking Styles "Game" (<http://www.herrmannsolutions.com/>).
  - Interactive discussion on the impact of Thinking Styles on Team Dynamics and Communication.

## Team Coaching:

PLAN

EXECUTE

**Plan and Execute:** Personalized coaching sessions with leadership and project teams to develop project orientation, build skills, confidence and insure success. Review of resources, projects, plans, and risks to identify and address gaps and streamline operations.

- **Practical Project Management:** For teams just getting started with project management and looking for a practical approach to help them “get things done”. This offering covers the basics in a straightforward manner and can be structured as a half or full day workshop.
  - Getting into a Project State of Mind
  - Project Selection and Prioritization
  - Project Management Simplified

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