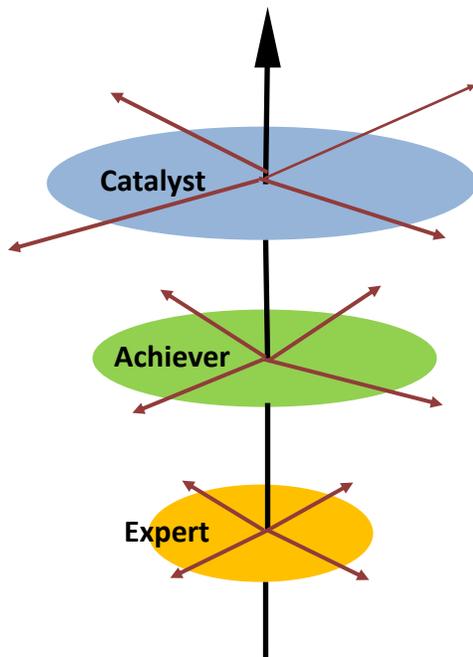


# Leadership Agility<sup>®</sup> Coaching

## Facilitating “Vertical” Leadership Development

### Why Leadership Agility Coaching?

It’s never been more apparent that the world needs a new kind of leadership. A recent [survey](#) of over 1000 global leaders found that executives now see **leadership agility** as "by far the most important characteristic employees must have" in today's competitive business environment. But what, exactly, is leadership agility? And what are the specific, research-based, field-tested **coaching methods** needed to bring about greater agility, resilience, and effectiveness in today’s turbulent world?



**Leadership Agility Coaching** is a virtual learning program based on the research underlying our award-winning book, *Leadership Agility*. This research shows that leaders grow through a series of predictable, learnable "agility levels" rooted in well-documented stages of personal development:

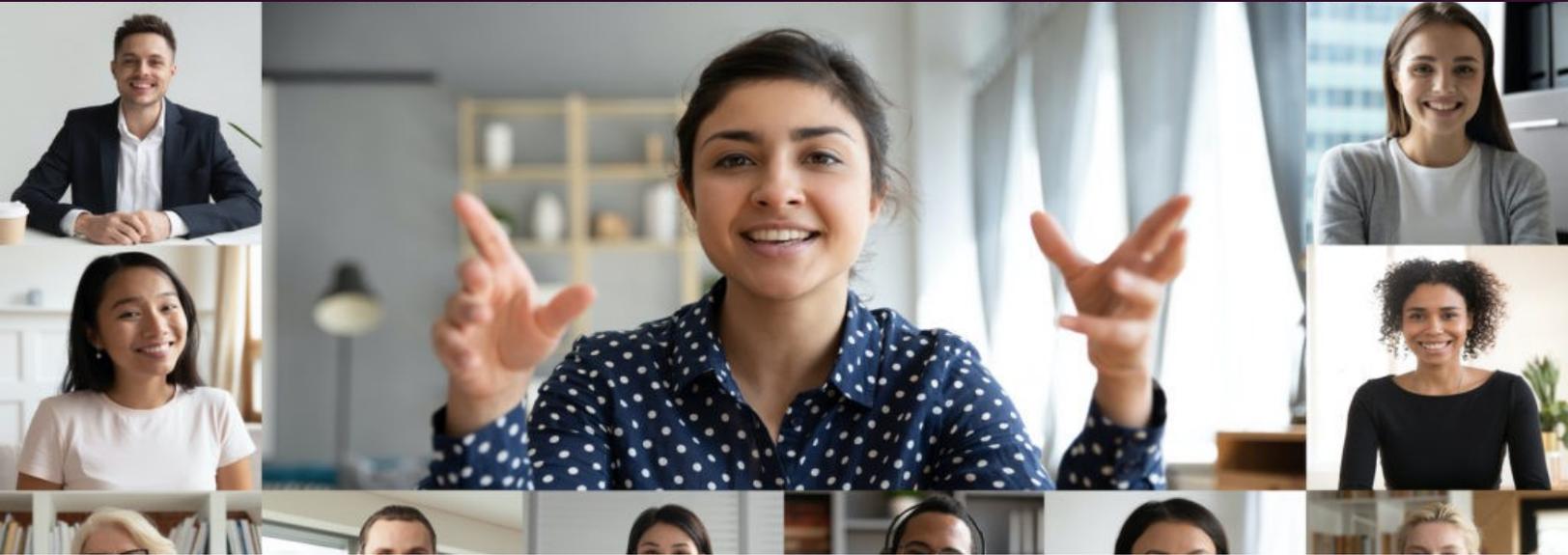
- ◆ **Expert Leaders** (~55%): Lead tactical improvements by using their authority and expertise, supervise direct reports, and are passionate but often highly opinionated problem-solvers.
- ◆ **Achiever Leaders** (~35%): Lead by motivating others, gaining buy-in to strategic objectives, orchestrating team performance, working across boundaries, and stepping up to challenging conversations.
- ◆ **Catalyst Leaders** (~10%): Can successfully lead transformational change, develop agile organizations and highly engaged teams, and collaborate to develop creative, high-leverage solutions to

**Leadership Agility Coaching** is for experienced coaches and leadership development professionals who want to integrate Leadership Agility’s “vertical development” methods into their practice. This program will equip you to guide leaders from where they are to the next level in their leadership journey, helping them grow personally as well as professionally, becoming more effective in today’s complex, rapidly changing environment.

### Program Facilitators

This program is led by ChangeWise principals, Bill Joiner and Debra Whitestone. Bill is a recognized global thought-leader and lead author of [Leadership Agility](#). Both have doctorates from Harvard and decades of experience as leadership coaches and organization development consultants. They have taught this program, in a variety of formats, many times.

# Leadership Agility Coaching

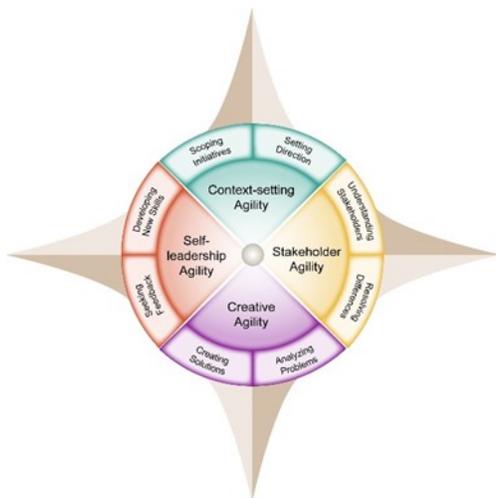


## How is the program organized?

**Leadership Agility Coaching** builds upon and expands your existing coaching skills and experience. The program is organized into three modules. Each module includes a set of short group sessions (2+ hours each), plus some self-paced pre-work for each session that includes mini-webinars and reflection exercises.

- I. **Foundations:** Develop the nuanced Leadership Agility “lens” needed for Leadership Agility Coaching (Two 2½-hour workshops over 2 weeks)
- II. **Methods:** Learn specific methods that help leaders develop to new agility levels and become more effective in exercising context-setting, stakeholder, creative, and self-leadership agility. Discuss real-life teaching cases, practice the coaching methods introduced in each session, and receive feedback. (Seven weekly 2½-hour practice workshops preceded by an orientation session).
- III. **Coaching Clinic:** Participants each bring a “learning case” using a simple, 2-page template, and receive in-depth feedback with new ideas for handling challenging coaching situations. (Six weekly 2-hour clinic sessions, plus a 3-hour Capstone workshop).

## Program Schedule



### I. Foundation Module - The Leadership Agility Lens

2 sessions, 10am-12:30pm US eastern time

#### Jan. 13: Leadership Agility Model

Discussion of the Leadership Agility model, robust conceptual/experiential “deep dive” exercise on agility levels, discuss implications for coaching.

#### Jan. 20: Diagnosing Leadership Agility Levels

Group exercise diagnosing clients’ agility levels and “power styles” using anonymous real-life examples volunteered by participants.



## Program Schedule, con't



### Private Online Discussion Group

Throughout the Methods module and throughout the Coaching Clinic, your cohort will be connected via a private online discussion group.

## II. Methods Module — The Art of Leadership Agility Coaching

7 sessions, including Orientation, all 10am-12:30pm US eastern time

### Feb. 3 Orientation to the Methods Module

### Feb. 10: Working with “Levels of Reflective Action”

Of all ingredients in the “secret sauce” of Leadership Agility Coaching, working with “levels of reflective action” is the most high-leverage. Large group discussions and breakout exercises on how to do this.

### Feb. 17: Stakeholder Agility—from Expert to Achiever

Discussion of a real-life instructor case, but mostly coaching and feedback exercises working on this shift.

### Feb. 24: Stakeholder Agility—from Achiever to Catalyst

Discussion of a real-life instructor case, but mostly coaching and feedback exercises working on this shift.

### Mar. 3: Context-Setting Agility

How to help leaders set the context for their change initiatives at a higher level of agility. Coaching exercises and feedback.

### Mar. 10: Creative Agility

How to help leaders do creative and analytical problem-solving at higher agility levels. Coaching exercises and feedback using real-life teaching cases.

### Mar. 17: Self-Leadership Agility

How to facilitate self-leadership agility. Preparation for the Coaching Clinic.

## III. Coaching Clinic Module — Facilitated Peer Learning

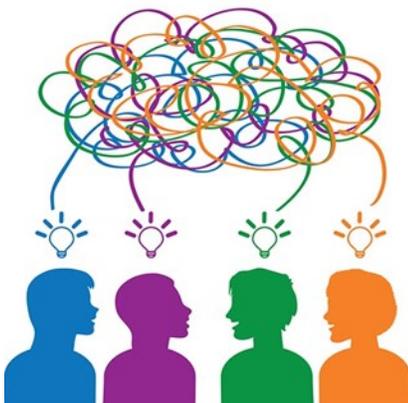
Participants each bring a “learning case” using a simple, 2-page template. They receive in-depth feedback with ideas for new ways to handle challenging coaching situations, using the Leadership Agility framework. 2 hours each.

6 sessions, 10am-noon US eastern time, plus a Capstone Session

◆ Mar. 24, Mar. 31, Apr. 7, Apr. 14, Apr. 21

◆ Break the week of Apr. 25

**May. 12:** Capstone Workshop. We will reconnect, consolidate our collective learnings, and set intentions for Leadership Agility coaching in the new year. Three hours.



## Credentialing and Credits

### “Leadership Agility Coach” Credential

Upon completion of the full program, you will be awarded a certificate as a “ChangeWise Authorized Leadership Agility Coach.”

### International Coach Federation CCEU’s

You will be eligible to receive **42** ICF Continuing Coach Education Units for your participation in this program. The number of credits you receive will depend on the sessions you attend.

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## Options for First Foundation Session

Those who've attended the **Leadership Agility 360 Workshop** within the past 4 years, and/or frequently use the Leadership Agility framework in their coaching practice, can skip the first Foundation workshop (Feb. 17) or attend that workshop for half-price.

## Registration Options

The Foundations module a prerequisite for the other two modules. The Methods module is a prerequisite for the Coaching Clinic. You can register for one module at a time, or you can take advantage of early-bird pricing and register for more than one module at a time.

## Early-birds

There are two early-birds. One for posting payment by June 11 and another for posting payment by July 30. (See be-

## Pricing including Early Birds

Module	Sessions	Pay by June 11	Pay by July 30	Full Price
Foundations	2	\$425	\$450	\$500
Methods	7	\$1,275	\$1,350	\$1,500
Clinic	7	\$980	\$1,035	\$1,150
Full Program	16	\$2,680	\$2,835	\$3,150

## To Register

Go to the ChangeWise [website](#).

Please fill out the registration form. In the first field, tell us which modules you'd like to attend. In the second field, tell us whether you think you place out of the first session, based on the criteria stated

### Additional payment options

If your income has been significantly impacted by COVID-19, we will work with you to create an interest-free payment plan. If you are an internal coach or leadership development professional in a health-care or first responder organization, we may be able to arrange a partial scholarship.





## What Leadership Coaches are Saying



"This program was very enlightening and an excellent use of my time. Bill and Debbie interspersed concepts with experiential exercises, making the Leadership Agility framework accessible and immediately useful with my own clients! I recommend it to anyone involved in coaching leaders." -- **Anne Litwin**, Anne Litwin & Associates and author, *New Rules for Women: Revolutionizing how women work together*



"The Leadership Agility Coaching program was a great opportunity to learn from peers who are also learning to use the Leadership Agility model. I especially liked the use of real-life case studies and learning from each other. I also gained a working knowledge of the multiple layers of the model. The program was fantastic, extremely valuable." - **Mark Cappellino**, Sr. Managing Director, Ankura



"The Leadership Agility framework is cutting edge. This program gave me new insights and methods for coaching leaders in all sectors. It's a great way to internalize the material and get support in applying it." -- **Jeff Clanon**, Partner, Systems Perspectives LLC and Founding Consulting Member of SoL



"I've read quite a few books on leadership, and typically approach new ones rather skeptically. **Leadership Agility** really surprised me. It resonates very strongly with what I view as the critical elements of effective 21st century leadership. The Leadership Agility Coaching program strengthened my coaching skills and really drove home for me the practicality and usefulness of this approach to leadership development. I recommend it highly!" -- **Dan Haile**, Haile Coaching & Leadership

"I enjoyed the sessions very much – especially how the richness of our individual experiences was woven together with the Leadership Agility material. The stage-development perspective underlying the approach is my favorite coaching framework."

"Leadership agility is probably the most important competency for leaders to have in today's rapidly changing world."

- Marshall Goldsmith, author of *Coaching for Leadership*

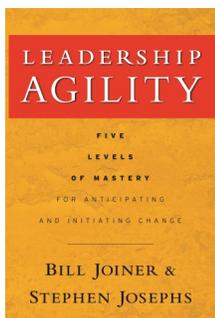




## Contact ChangeWise

[ChangeWise](#) is a Boston-based organization and leadership development firm with an extensive network of global affiliates we use to scale client projects.

For more information about the ChangeWise Leadership Agility Coaching Program, contact us at [dw@changewise.biz](mailto:dw@changewise.biz)



## Additional ChangeWise Services

### For Coaches

- ◆ Leadership Agility 360 Certification Workshop
- ◆ Leadership Agility Accelerator Tutorial
- ◆ Licensable workshop modules

### For Leaders

- ◆ Keynotes & Half-day Introductory Workshops
- ◆ Leadership Agility 360
- ◆ Leadership Agility Jump-Start
- ◆ Leadership Agility coaching
- ◆ Leadership Agility workshops
- ◆ Team and organization development consulting

*“Leadership Agility is a unique and extraordinarily important contribution to our understanding of what it takes to lead in a world of rapid change and increasing complexity.” - Jim Kouzes, coauthor of *The Leadership Challenge**