

## **Leadership Elevation for Established Leaders – 6 Month – Overview**

We engage executives and seasoned leaders in a strengths-based, high-impact coaching process to accelerate leadership effectiveness through high-stakes career transition points. We challenge and inspire these already-successful leaders to up their game – to further leverage their expertise, to strengthen existing and build new strategic relationships, to expand their influence and credibility, to catalyze extraordinary performance, to empower better decision-making and greater accountability, to boost their self-awareness, and to elevate their overall level of interpersonal effectiveness and resilience.

For emerging leaders, we provide coaching to fast-track their transformation from functional managers to cross-functional business leaders. They learn to navigate highly charged political situations with authenticity, respect, and confidence; to recognize and remove barriers to team success; to partner cross-functionally; and, to foster teamwork on behalf of achieving stellar results.

### **Participants typically:**

- Lead in fast-paced, tech-savvy businesses
- Have been recently promoted, are transitioning to a new role or different organization, are reporting to new management with new, different, or ambiguous expectations
- Feel drive to deliver excellent results, both personally and with their team
- Need to fill vacancies on their team, especially if they have not backfilled their previous role
- Want to have greater influence and respect from their own leaders and colleagues, and don't know what more they can DO to win trust.
- Deal daily with competing, shifting, and evolving priorities
- Feel the pressure to continually increase performance
- Feel vulnerable and sometimes worry they are being set up to fail

This one-to-one coaching program is for those who have risen to senior levels of responsibility, who are interested in optimizing their leadership capability and expanding their strengths, increasing personal resilience, and fostering team engagement. It includes:

- Introductory meeting with the leader to understand the current circumstances and the leader's motivation for coaching. This meeting can be in-person or virtual.
- The coaching process is highly personalized and produces rapid results – with noticeable improvement within 30 days and dramatic growth over the six-month engagement.

- 50-minute bi-weekly confidential coaching sessions in which the coach and the leader engage on emergent, real-life challenges. (12 sessions total)
- Using a proprietary coaching methodology, the coach engages the leader in exploring the challenge, its meaning, relevance, and associated risk. Together they align on the approach and agree to an assignment that is likely to produce the desired outcome.
- In subsequent sessions, the leader and coach meet in person or virtually to debrief the assignment, learn from the experience, and examine the results. They decide next steps.
- To more fully support the leader's development needs, the coach may offer to be available on an as-needed basis via text, email, and/or phone.

### **Supporting Data from Psychometric Assessments**

- The Leadership Circle 360 (TLC), a robust multi-rater feedback tool that provides information and insights from key stakeholders about leadership style strengths and vulnerabilities in the context of the person's overall leadership journey. The report offers insights on opportunities and trade-offs leaders make when making decisions about how to engage colleagues, team members, and other stakeholders.
- **The Birkman Method** personality profile, a self-assessment that increases self-awareness regarding interests, usual style, environmental and interpersonal expectations, stress inducers. Coupled with the TLC, the leader can discover links between their 360 feedback and their style/expectations profile.

To schedule a free strategy session to help you clarify your own path to stellar leadership, please click [Book A Consult](#) on our website.