
The Advanced Leader Coaching Plan

Purpose: The Advanced Leader Coaching Plan is a three-month plan designed to provide small group and one-on-one guidance for executives, seasoned managers, and high-potential individuals who want to master their influence and multiply their personal performance.

Objectives: As a result of this *process* participants will be able to:

1. Define specific areas for mastering their influence and multiplying their personal performance.
2. Experience a custom-designed process to meet their development needs and goals.
3. Assess their personal leadership style, motivators, and natural talent.
4. Demonstrate measurable performance outcomes toward their goals.
5. Interact and synergize with other achievement-oriented level professionals.

Phase One: Assessment and Target Setting

1. The participant experiences our on-line, comprehensive, validated leadership assessment that describe the participant's personality, behavior, motivators, and level of emotional intelligence (EQ).
2. A series of four-to-six perceptual assessments with selected "Performance Input Resources" (PIR Group) will be conducted to discover how the participant's immediate leader, peers, and direct reports perceive their leadership, communication style, and effectiveness.
3. A one-on-one coaching session to focus on the participant's personal and work history, the current issues of concern, and to debrief the information from their PIR Group assessments.
4. The participant and coach agree on three specific and measurable goals to be accomplished in the next three months that show behavior change or skills building, depending on the issues.

Phase Two: Implementation, Accountability, Follow Through

1. A series of four small group, half-day workshops are delivered that focus on an understanding of the participant's personality (DISC - Personal Motivators), Communication and Relationship Building, Applied Emotional Intelligence and Building a Positive Work Culture.
2. Nine Coaching Sessions: a series of four small group coaching sessions and five face-to-face (or if needed MS Teams) coaching sessions. Optional shadowing is available for pertinent situations such as leading meetings or making presentations. Sessions are scheduled approximately every two weeks for three months. Sessions are set to layer learning and practice new skills and/or behaviors. The client has full accessibility to us during the entire coaching process by phone or e-mail for Quick Event/Issues coaching.

3. At the end of three months, the participant is responsible for writing a learning summary based on the initial objectives. The participant and coach also readjust the Targets for the following three months, refining the process as needed, in order to reach the desired outcomes.
4. A minimum of six and a maximum of ten participants are required to offer this three-month coaching plan.
5. \$2,400 All-inclusive (On-line assessments, behavior modification tools, coaching notebook, targeted readings and journaling).