

ACCELERATE: Leadership Coaching Program *for individuals*

A comprehensive coaching program designed to address performance concerns, bolster leadership acumen, and foster improved communication among team members. We partner for an extended and consistent engagement designed to accelerate skills and leadership impact, and sustain learnings and accountability over time.



- Pre-Engagement Meeting:** Introductions: Establish awareness of challenges, and determine client's receptivity to working with a coach
- On-line Client Input Document:** Client answers questions relating to their core challenges and agrees to coaching parameters
- DISC Communication Assessment:** Client completes 7 minute on-line survey and receives a comprehensive 14-page report about their communication style
- Discovery Calls:** Up to 3 input calls to help gauge scope and depth of issues we'll need to address. Typically with HR, their manager, direct reports, or peers
- Manager Boot Camp:** Enrollment into 4-module digital course that teaches fundamentals of management.

- Self-Awareness:** Digging into professional maturity and emotional intelligence especially as it relates to growing in self-awareness and understanding the role blind spots and career-limiting behaviors play.
- Effective Leadership:** Learning more about creating a strong leadership foundation; What good leaders look and sound like; Tactics to deepen and improve current team relationships; How to be friends/friendly and still effectively manage a team.
- Communication:** Deeper conversations on communication styles. How to communicate productively and effectively Provide communication tactics that foster productive interaction, and drive more impact with co-workers and direct reports. Includes a comprehensive DISC assessment debrief.

**topics may shift per client need*

- 1-on-1 Access:** Client receives eight 1-on-1 60-minute coaching calls over 3 months and unlimited access to text and email questions.
- 1 and 3-month Check-ins:** Two client follow up calls at the 1- and 3-month markers, post engagement. Drives accountability, provides opportunity to optimize and sustain learnings.