

Executive Leader Coaching Model

This process is designed to partner with the organizational leader (c-suite) in their professional development and personal well-being toward a specific and mutually agreed outcome.

Purpose of the Leader Coaching Model (LCM)

This process is guided by a mutually agreed outcome between the L2G's coach, the leader (C-suite executive), and their accountability executive (CEO or Board Chair) through a process that will result in a leader's professional growth, executive development, intentional behavioral change, balanced living, and self-care in achieving excellence for both the individual and the organization.

Process for the Leader Coaching Model

The Stakeholders

The LCM is designed as a coach/leader process leading to a specific outcome. This process is different from the LSM (Leader Self-Care Model), where the leader as an individual is mentored/coached for their own personal growth and self-care. The LCM model is adapted using the GROW coaching model consisting of (1) The Goal, (2) the Reality, (3) the Options, and (4) the Wrap-up. Every leader and organization is considered unique, so the model is a guide or macro-level map. The intervention begins with a behavior assessment product (C-Me) provided through our partner Color-Profile Inc. (UK). Accredited coaches will debrief the assessment and the assessment will serve as a data point during the intervention. As this intervention is directed toward a specific outcome or goal, there are three primary stakeholders: The leader, the coach or partner in the process, and the individual responsible for the performance and accountability of the leader in the organization. This is generally the Board Chair or lead director for a President/CEO, but in the case of a C-suite executive, this might be the President/CEO.

The leader – The leader is an executive, probably without any peers within his/her sphere of influence in the organization. This leader is influential in the organization in that they set policy, direction, and vision that will influence the success and sustainability of the organization over a long period of time. The leader's commitment to this process is an identified need and willingness to set aside appropriate time to complete an intentional but relatively short personal leadership development journey. The leader is self-aware and recognizes that they are a change agent of considerable influence (and this responsibility) in the organization, and genuinely desires an external and objective coach to journey in a



safe place with the intention to develop as an organizational leader that is effective, authentic, and successful.

The Accountability Executive – The accountability executive is the person or governance body representative (CEO or Board Chair) to whom the leader is held accountable for success. This executive person/body is committed to the leader's success and has clear expectations of what this success looks like. Their commitment to the process is articulating clear expectations, providing ongoing support and encouragement, and creating the space/environment for the leader to grow and be successful in this process.

The Coach – The partner, or coach, is the external individual with the experience, ethos, skills, and desire to partner with the leader in an energetic, honest, and knowledgeable relationship of mutual learning. The coach practices acute perception, confidentiality, insight, diplomacy, transparency and sound judgment in navigating the journey with the leader utilizing empowerment, integrity, and intentionality.

The Journey

The LCM is a series of short and meaningful conversations. Connecting conversation over time provides a foundation to build trust, positively add experience, and provide a pragmatic and real roadmap for the leader's future in the organization. The preferred process is generally a period of 6 months from the initial meeting of the three stakeholders to the final debriefing of the process and its learning for all three individuals.

Committment

Month	Physical Meeting	Planned Virtual Conversations	Progress Conversations (Journal)	Formal Communications
Initial Covenant Agreement	Leader, accountability executive/body, and Coach			Covenant document of commitments and expectations
1		Leader and Coach	Leader and Coach	
2		Leader and Coach	Leader and Coach	
3	Leader and Coach		Leader and Coach	Mid-journey update, process changes, and agreement on how to complete the journey
4		Leader and Coach	Leader and Coach	
5		Leader and Coach	Leader and Coach	
6	Leader, accountability executive/body and Coach			Evaluation and learnings from the process and codified next steps