



# TechExec *Transform*®

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*High-Performance Leadership for High-Potential Executives*

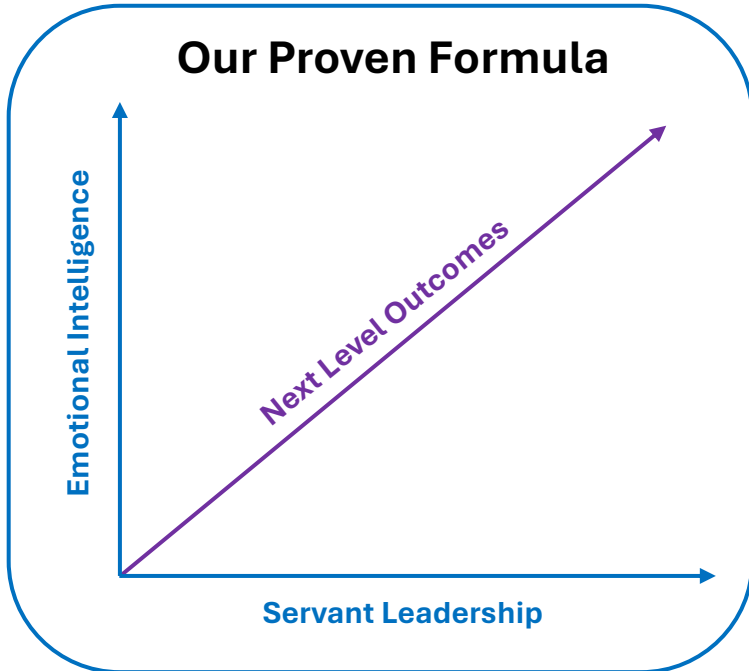


The Leader Growth Group

Do you **have high-potential technology/engineering executives** who:

- ✓ Could **increase their impact with accelerated development**
- ✓ Are **new executives** and need to **expedite the timeline to success**
- ✓ Need to **reposition** themselves **from project leaders to organizational leaders**
- ✓ Need to **uncover their blind spots** and **polish themselves**

# The TechExec *Transform*® Program Can Help



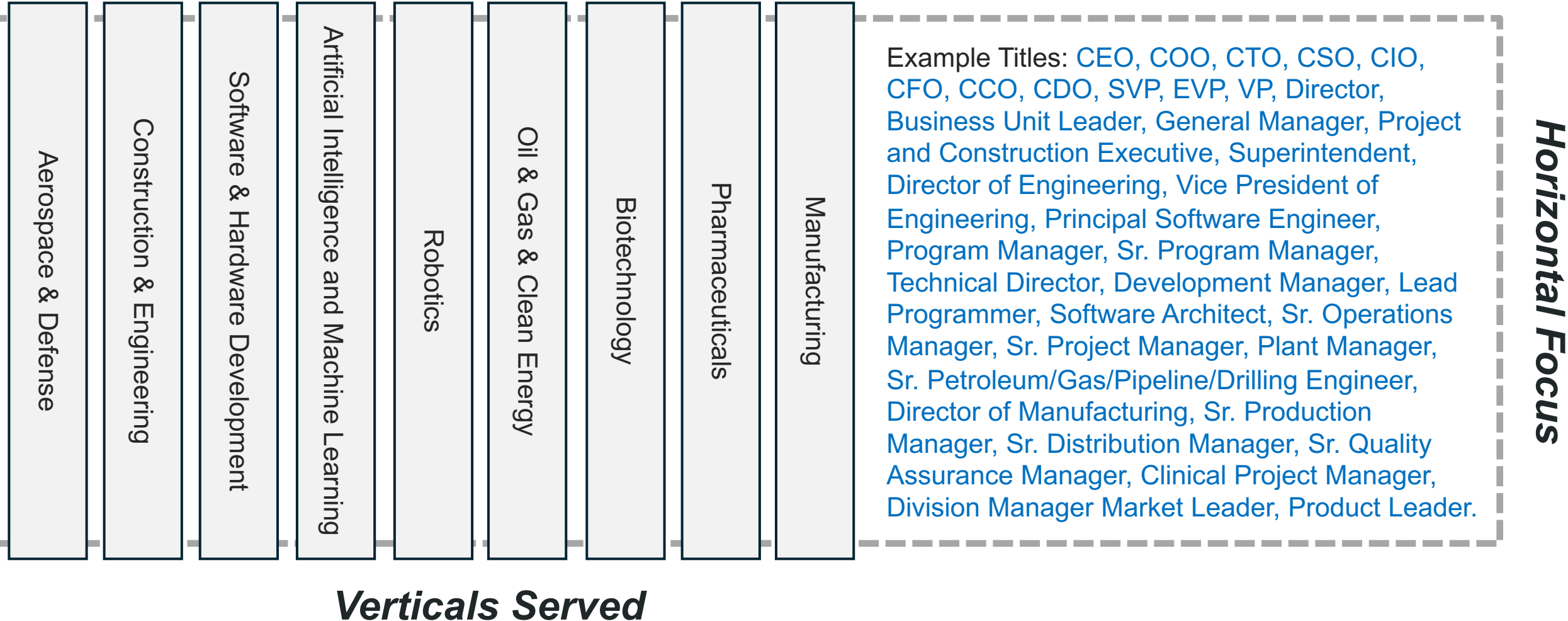
A virtual 1-1 coaching program designed to **take your leaders to the next level quickly and efficiently.**

The only coaching program **designed specifically for technology and engineering executives.** Focused on building capacity in **Emotional Intelligence and Servant Leadership** so you can achieve next-level outcomes.

 **Results Matter! 90%** of program participants' development **goals are achieved within 6 months**, and **85%** are **promoted within 18 months.**

# Who is the TechExec Transform<sup>®</sup> Program for?

## D-Level, V-Level, and C-level Leaders



# Meet Executive Coach David Spungin



## **Education:**

- B.S. Leadership Development and Systems Engineering - United States Military Academy at West Point
- M.S. Organization Development from American University/The National Training Laboratories for Applied Behavioral Science (NTL)
- Completed advanced leadership studies at Harvard University
- Assessment certifications: The Leadership Circle, MBTI, DiSC, EQ-i 2.0, Hogan, Pearson-Marr Archetype Indicator (PMAI)

## **Leadership Experience:**

- Led soldiers in the U.S. Army for a decade, including in combat in Iraq
- Led teams in a \$4B construction firm and a \$50M Program Management firm
- Founded The Leader Growth Group in 2014

## **Leader Development Experience:**

- 14 Fortune 500 companies served
- 5000+ leaders trained or coached

# The TechExec Transform® 1-1 Coaching Program (6 Months)

Month 1



1. Mining

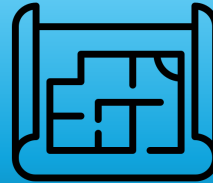
Rapidly get below the surface issues by uncovering meaningful and actionable data to drive the coaching engagement goals.

Month 2



2. Analysis

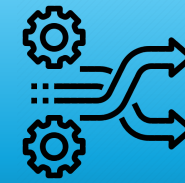
Make sense of the data by interpreting how personality, values, style, and behavior impact leader effectiveness.



3. Blueprint

Create a detailed development plan that clarifies exactly HOW the leader will be successful, complete with resources and deadlines.

Months 3 through 6



4. Transform

Bi-weekly virtual hour-long coaching sessions to discuss current challenges, create learning, and commit to new practices.



5. Sustain

Assess the engagement's success and create a plan for sustaining progress to prevent reverting to old habits.



# 1. Mining



*“David does a very thorough 360-degree feedback, which is super useful in making the right connections and bringing up the right points of how others view you and your strengths and weaknesses. He is very good at hearing/reading the fine print in what people have to say.”*

- S. Gupta, Engineering Leader @ AWS Neuron | GenAI | SW-HW for AI | Engineering Leadership

## The TechExec Transform<sup>®</sup> 1-1 Coaching Program

**Description:** Gather data through the administration of self-reported assessments and 360 interviews

**Outcome:** The coachee gains a comprehensive view of their current performance and impact

### **Deliverables:**

- 360 Feedback Stakeholder Spreadsheet
- Administration and scheduling of interviews
- Up to nine (9) 30-minute 1-1 interviews

Choice of two powerful self-assessments:

- DiSC Profile
- Hogan Profile
- EQ-i 2.0 Assessment





## 2. Analysis



*“In the past, a distorted self-image prevented me from identifying areas that warranted improvement—a major stumbling block in my leadership growth and development. David quickly uncovered the problem and provided me the insights/tools I need to understand how others perceive me.”*

- J. Arumugam, PMP, ITIL, Associate Director, Accenture

# The TechExec Transform<sup>®</sup> 1-1 Coaching Program

**Description:** Review the data and interpret what it means. What’s important? How can we use it?

**Outcome:** The coachee gains new awareness and better understands how they show up in their role. Understanding one’s true impact creates greater motivation to improve. Whether they agree with the data or not, perception is reality! However, with new awareness, they can choose to shape perception.

### **Deliverables:**

- 1.5 hour debrief of 360 Feedback Report
- 1 hour debrief on all self-assessments





## 3. Blueprint



*“David helped co-create a development plan that we then worked towards. Looking back over the plan and seeing how many of the goals I hit and grew as a result was quite rewarding, and I am deeply grateful for David's role in this growth.”*

- B. Mabey, CTO, Recursion | TechBio Solutions

# The TechExec Transform<sup>®</sup> 1-1 Coaching Program

**Description:** Coach and Coachee co-create a detailed Individual Development Plan (aka the Blueprint) that defines success and how we will get there together.

**Outcome:** Seeing a pathway to success invites optimism and confidence. The document also helps to maintain accountability.

### **Deliverables:**

- Blueprint document
- 45-minute Sponsor/Coachee/Coach alignment meeting



## 4. Transform



*“In each of our sessions, I could count on David to provide sound guidance and advice. He frequently provided content that helped me work through challenging situations. I especially appreciated the way he would ask guiding questions to get to the root of challenges I was facing and let me work through possible outcomes to recognize what strategies could lead to success as opposed to just telling me what to do.”*

- J. Carpenter, VP, Medical Chemistry, Recursion

# The TechExec Transform<sup>®</sup> 1-1 Coaching Program

**Description:** The Coach and Coachee consistently meet to discuss current challenges, create learning, and commit to new practices.

**Outcome:** Progressive learning and adoption of new leadership behaviors.

### **Deliverables:**

- Bi-weekly 1-hour coaching sessions
- Access to the TechLead Transform<sup>®</sup> proprietary training content
- Email coaching support with a 24-hour response time



## 5. Sustain



*“David, I wanted to extend my heartfelt gratitude for all the leadership, guidance, and coaching you provided during our sessions. Even after two years, your impact has remained with me”*

- R. Singh, VP & CSO, Arrow Electronics, Fortune #133

# The TechExec Transform<sup>®</sup> 1-1 Coaching Program

**Description:** The Manager, Coach, and Coachee assess the engagement’s success and create a plan for sustaining progress.

**Outcome:** The Coachee and Sponsor agree on where there has been growth and how they will maintain it without reverting to old habits.

### **Deliverables:**

- Sustainment Plan
- 45-minute Sponsor/Coachee/Coach close-out meeting
- 1-hour 6-month post-engagement follow-up meeting

# The TechExec Transform<sup>®</sup> 1-1 Coaching Program

## Program Outcomes

Technical Leaders who...

- Drive higher **team productivity** without burnout
- Delegate to and **empower teams** rather than control them
- Are confident in how to **reduce team conflict**
- Inspire **higher retention** and **improved engagement**
- Can **scale themselves** and **act strategically**
- Enhance **teamwork** and **collaboration (silos reduction)**
- **Reinforce your company's desired culture**
- Are **ready for promotion**

## Program Costs

### 6 Month Coaching Engagement

- Up to nine (12) 30-minute 1-1 360 feedback interviews
- Two self-assessments (1 hour debrief each)
- Blueprint document creation
- 45-minute Sponsor/Coachee/Coach alignment meeting
- Twelve (12) Bi-weekly 1-hour coaching sessions
- Access to the TechExec Transform<sup>®</sup> Training Content
- Sustainment Plan
- 45-minute Sponsor/Coachee/Coach close-out meeting
- 1-hour 6-month post-engagement follow-up meeting

Directors - \$16K, VP's - \$20K, C-Suite - \$24K

### Additional 6 Month Extension - \$9K

Recommended for mission-critical senior leaders tasked with strategic objectives.