



CORE

## DEVELOPING LEADERSHIP CAPABILITY

# CORE 90 and COACHING for Strengths DEVELOPING CORE CAPABILITY IN YOUR BUSINESS AND TEAMS



***Programmes for small businesses ready to grow  
people and profit***

Strategic sales dynamics 2024  
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When creating and building or developing a CORE team and addressing strategies for growth one of the programmes available **is CORE 90** – setting up the team of 2-5 for success (suitable for up to 5)

Time can be spent in addition with the Founders/ business directors depending on the programme requirements and outcomes:

**Coaching for STRENGTHS**: is an optional higher performing and accountable teams programme this can also be offered which is a more simplistic Strengths and Accountabilities based 90-day coaching programme comprising management development and leadership coaching for the team members selected

**The coaching for strengths programme follows a similar although less specific pathway, and is more focused on the individual growth and mentoring of each individual alongside their personal and professional roles**

### **CORE 90 PROGRAMME**

**Objectives of the CORE 90-day programme this can be for new or existing teams that maybe redefining priorities and accountabilities along with business KPI's**

1. Develop leadership skills tailored to the redefined /new roles.
2. Build confidence in decision-making and problem-solving. Talking the lead and dealing with decisions
3. Fosters strong team collaboration and communication within the business enabling better decisions, and business growth
4. Aligns with the business vision and strategy to drive continuity. (following the outline intensive session with the business directors or CEO)
5. Ensure readiness for increased autonomy in operational and strategic tasks within the scope of the additional responsibilities



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## Structure

- Duration: 90 days
- Why 90 days? 90 days will provide the space and time to integrate learnings from the coaching sessions
- Sessions per Participant: 4 × 1-hour individual coaching sessions online via zoom
- Additional Elements:
  - Team workshops (3 x 2 hours)
  - Regular progress check-ins (with business directors)
  - Personal action plans

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## Programme Overview



Phase 1: Onboarding and Vision Alignment (Week 1–3)

Focus: Understanding roles, expectations, and business vision.

- Individual Coaching Sessions (1 hour each):
  - Identify strengths, development areas, and concerns.
  - Clarify expectations for the new roles.
  - Define personal and professional goals aligned with the business.
- Team Workshop 1 (1 hour- 1 hour half ): Vision sharing by business directors.
  - Discuss team roles, collective goals, and responsibilities.
  - Begin creating a team charter for collaboration.

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## Phase 2: Leadership Foundations (Week 4–6)

Focus: Building essential skills for leadership and decision-making.

- Individual Coaching Sessions (1 hour each):
    - Leadership style assessment and strategies for adapting to team needs reviewing the profile creating a common language
    - Techniques for effective communication and feedback.
    - Introduction to time management and delegation best practices.
    - Exploring decision-making frameworks.
    - Building trust and accountability within the team.
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## Phase 3: Operational Readiness (Week 7–9)

Focus: Developing skills for managing operations and handling challenges.

- Individual Coaching Sessions (1 hour each):
    - Handling difficult conversations and conflict resolution.
    - Creating and executing action plans for key responsibilities.
    - Addressing real-time operational concerns from business processes.
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## Phase 4: Strategic Alignment and Transition (Week 10–12)

Focus: Preparing for autonomy and ensuring alignment with business goals.

- Individual Coaching Sessions (1 hour each):
  - Personal leadership brand and legacy planning.
  - Reflecting on progress and areas for continued growth.
  - Finalizing individual development plans for the next 6 months.
- Team Debrief Session (2 hours):
  - Present and discuss team charter and personal action plans.
  - Align team priorities for the next quarter.
  - Gather final feedback from the business directors.



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### Additional Components

1. Tools and Resources:
  - Leadership assessment tools (e.g., DISC, MBTI).
  - Templates for delegation, meeting planning, and performance reviews.
  - Reading materials on leadership and small business management.
2. Progress Reviews (Weeks 6 and 12):
  - Joint check-ins between staff, the coach, and the directors.
  - Assess the team's readiness and adjust the focus if necessary.
3. Post-Program Follow-Up:
  - A 30-day follow-up session with each team member to reinforce learning.



### CORE 90

This programme ensures that the CORE team is equipped not only with individual leadership skills but also with the ability to function cohesively and independently as a high-performing unit.

*Per team member inclusive of 4 individual sessions and CEO/ directors inclusive team workshops, check ins and profiling sessions*

- **£1000 per Core team delegate for 90-day programme**
- **Workshops as listed £1000 inclusive of briefing sessions / and post programme follow up**
- **Example Team of 5 £6000**



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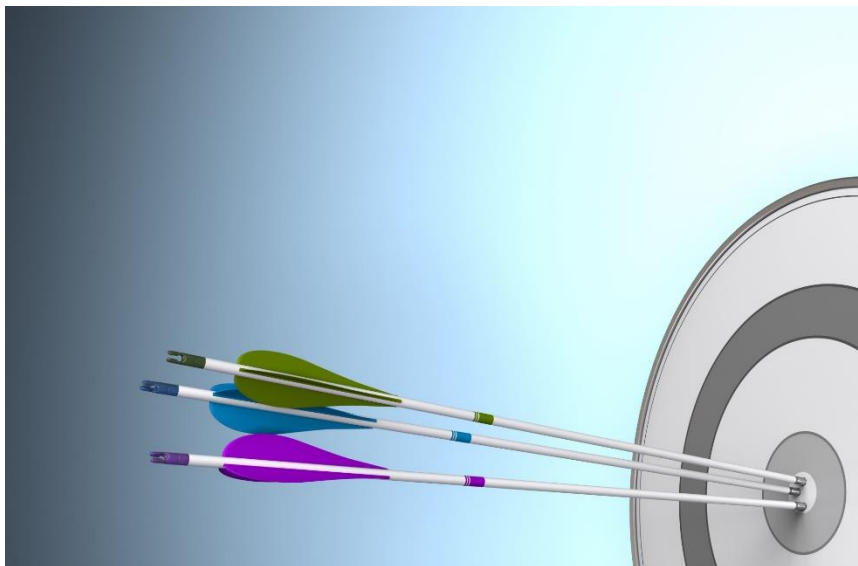
## Coaching for Strengths Programme

**Summary:** accountability and developmental programme to support and grow team members in line with business vision and growth plans.

Aimed at those staff who are in a supervisory, management or leadership role where supporting the leadership of the business is a critical factor in the growth and profit plans

Many businesses struggle to ensure that productivity and responsibility are maintained within a setting where staff rely on decisions being made for them, meaning motivation and or confidence to step up can be hindered.

The purpose of a 6 month programme with regular sessions ( at least monthly but these can be bi monthly if preferred ) is to through the use of inquisitive and structured coaching based around the persons role and responsibilities is that learning takes place shifts in thinking that can then be implemented in day to day practice



This support will encourage a more mindful approach and enable the staff member to develop a self-coach or team coach language ( where 2 /3/4 are in a team and can coach each other)

- 6-month 6 session coaching programme; coaching sessions are on zoom and are 60 minutes
- Includes the following additional sessions and one leadership profile
- Session overview summary: all programme attendees session– scope of the programme as a team and individual goals and business goals and outputs discussion
- Profile strengths session – group inclusive online 45 minutes
- 5 one to one coaching sessions



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Coaching for STRENGTHS programme

PER delegate £250 A MONTH (£1500 per delegate)

1 coaching session per month

6 months 180 days programme length

### Options

This Programme can be adapted for biweekly sessions \* over 12 weeks the cost remains the same.

If a more intensive approach is required following initial discussions this programme can be extended to offer 2 sessions a month for 180 days \*\*

- 2 sessions a month for 90 days \*
- \*\* 2 sessions a month over 180 days - per delegate £450 a month (£2700 in total per delegate)

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"Sheree has been an invaluable asset to our business as both a strategist and a mentor. Her ability to provide a clear and insightful sounding board has been instrumental in aligning our actions with the company's vision. Having worked with her for over a year, we are able to see the actual impact in terms of revenue and direct revenue streams. Sheree's mentoring approach goes beyond coaching with a level of guidance too. I am confident that she has empowered our team confidence, and mindset needed to implement effective sales and business strategies that have helped to drive meaningful results and essentially made the business money.

Her dedication to developing both the team and the business has helped us achieve measurable growth while fostering a culture of accountability. " -Small business Founder

