



LEADERSHIP

*“A poorly communicated expectation is a premeditated resentment.”
-A. Morris*

THE FOUNDATION OF LEADERSHIP

INTEGRITY



C-suite executives, first-time executives and high-potential employees.

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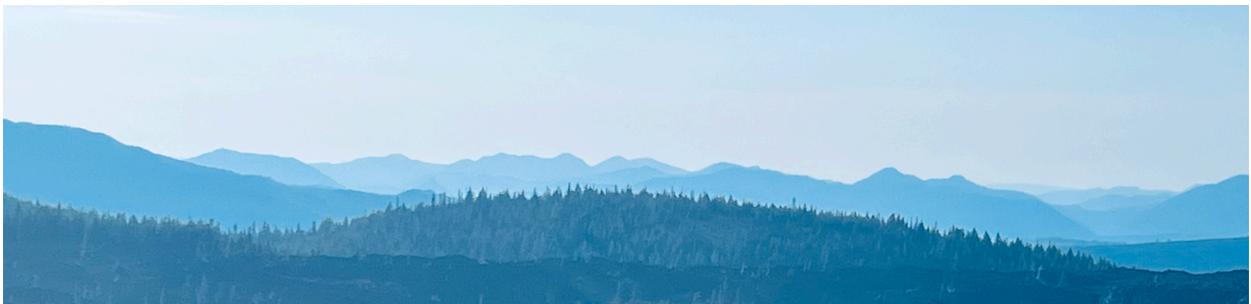


Executive coaching for leadership is a highly personalized process designed to help senior leaders and high potential individuals develop critical competencies, address blind spots, and maximize their impact to drive organizational success.

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Improves self-awareness, emotional intelligence, communication skills, decision-making and builds resilience, also enhances leadership skills, better team-building performance, greater accountability, stronger strategic thinking and improved alignment.



CORE AREAS OF LEADERSHIP FOCUS

Leaders must view themselves as transformational agents of change in the lives of their followers. They possess the ability to bring about change in those they lead, and within the organizations they are part of. They recognize that growth, transformation and change are a way of life and refuse to settle for the status quo. They acknowledge that pursuing excellence requires a commitment to improving the internal quality and external performance of both themselves and their followers.

Executive coaching is not training; it's an ongoing, dedicated space for reflection and behavioral change. The focus areas are typically determined by an initial assessment (e.g. 360-degree feedback, personality assessments) and often fall into three main categories:

1. Self-Awareness & Emotional Intelligence (EQ)

- **Impact on Others:** Understand the ripple effect (the “wake”) of one’s communication style, mood and decisions on team morale and performance.
- **Emotional Intelligence:** Manage one’s own emotions and empathize with others, resulting in building stronger and trusting relationships. Clarity.
- **Blind Spots:** Identify behaviors (e.g., avoidance of conflict, poor delegation) that hinder effectiveness, which are often invisible to the executive themselves.
- **Resilience & Well-being:** Develop strategies to manage the high-pressure of executive roles, prevent burnout and lead with sustained energy and focus.
- **Integrity/Ethics:** Always operate with strong ethical standards and a sense of accountability.

2. Strategic & Critical Thinking

- **Strategic Clarity:** Move from tactical execution to long-term strategic visioning and effectively communicating that vision across the organization.
- **Decision-Making:** Improve the ability to make high-stakes decisions under ambiguity by challenging assumptions, considering diverse perspectives and using structured problem-solving frameworks.
- **Adaptability:** Recognize the imperative to pivot and change directions in response to new information, circumstances and/or trends.
- **Innovation & Change Leadership:** Coach leaders to champion organizational transformation, foster a culture of calculated risk-taking, and lead teams through periods of significant change.
- **Performance Management:** Coach leaders to set clear expectations and provide the support and resources needed for individuals and teams to succeed.

GROW COACHING MODEL

G-GOALS:

What do you want to achieve? In this session? Long-term? Define the specific, measurable outcome.

R-REALITY:

What is the current situation? What have you tried? Assess the current state, obstacles and resources.

O-OPTIONS:

What could you do? What are all the possibilities? Explore solutions and strategies without judgement.

W-WILL:

What will you do and by when? What support do you need? Commit to a concrete, actionable plan.

“All human beings are imperfect, leaders included. The stage is always set for interpersonal conflict. Unresolved conflicts are the single greatest threat to an organization. Effective leaders have strong conflict prevention and resolution skills. Developing a process that empowers people to resolve their interpersonal conflicts is absolutely necessary in any successful well lead organization. Failure to do so will lead to festering emotional wounds, reduced cohesiveness, and a dysfunctional team.”

3. Stakeholder Management & Influence

- **Executive Presence:** Develop the gravitas, confidence and communication style necessary to influence, peers, the board and external partners.
- **Building High-Performing Teams:** Shift from managing task to developing an empowering talent, effectively delegating, and fostering psychological safety.
- **Clear Communication:** Leaders must clearly convey vision, expectations and feedback to inspire action and ensure alignment.
- **Relationship Building:** Forge trust-based real relationships to create a cohesive and psychologically safe environment. “Manage by Walking Around.”
- **Collaboration:** Leaders need to foster cooperation and work effectively with diverse individuals and cross-functional teams.
- **Conflict Resolution:** Master the skills to navigate difficult conversations, resolve, high-stakes internal conflicts and provide clear, constructive feedback.

The Four Principles of Conflict Management

Principle #1: Be Honest

Principle #2: Keep Current

Principle #3: Attack Problems, Not People

Principle #4: Act; Do Not React

The foundation of effective leadership and therefore leaders, is integrity. Their decisions are value-based, and they always do the right thing, regardless of circumstances, and/or consequences. Leaders interested in long-term effectiveness and success must be challenged to build both their lives and leadership upon the foundation of integrity and character. Character counts more than any other single factor in a truly effective and successful leader.

“ Winning is not about individual effort and individual willpower. Winning is about teamwork and a willingness to sacrifice for the greater good of the team. As much as we admire, and extol individual achievements, the greatest achievements in the world will be those which have been accomplished as a result of teamwork rather than individual effort.”

- Vince Lombardi

