

Coaching Leaders that Get Results

People typically attribute the lion's share of their success personally and professionally to their mental intelligence or IQ. Research in psychology and human performance over the last twenty years indicates the mental intelligence does contribute to success BUT the far more significant intelligence that accounts for personal and professional success is emotional intelligence!

- Dr. Michael Rock, EQ specialist

Coaching Leaders that Get Results has two primary objectives. First, the program is designed to assist valued leaders to return themselves and/or their team to the behaviors and dynamics that are vital to sustaining high performing outcomes. Second, to optimize the leader's and team member's talents that are vital to future business outcomes.

Phase 1: Discovery: Through interviews, assessment tools, facilitated team session or 360 feedback, the leader and/or their team identifies what is working well that needs to be part of the future and what behavior or process need to stop or be developed to achieve the best possible outcomes for the individual and the team.

Phase 11: Feedback and Commitment Plan: A development action plan will be written outlining those areas, when enhanced, will take the leader and his/her team to optimal levels of performance and team functioning. Practical, "how- to" approaches will be explored, practiced, reinforced and applied back in the workplace. The individual and/or team will identify behavior that if left unchecked, could stall his/her career fulfillment and/or performance outcomes.

Phase 111: Forward Action Integration: Leadership coaching will occur to reinforce new behavior, address specific areas of need, and provide a climate of trusted influence to move toward identified goals. Integration may explore:

Leaders that Get Results-Sharpen Your Focus to Heighten Your Impact!

Personal Competence:

- **Self-Awareness:** Explore belief system that is helping or hindering an individual's forward action progress.
- **Self-Management:** Explore defense mechanisms that may be getting in the way of optimal leadership FLOW or prompt an "emotional leadership hijacking".

Social Competence

- **Social Awareness:** Ability to effectively communicate and relate to others to build trust and gain endorsement throughout the team.
- **Social Management:** Behaviors and skills in leading and influencing others toward achieving

Contact Coach@careerperformancestrategies.com or 1-877-60-coach
for a Free 30 minute session.