

LEADERSHIP COACHING PROCESS

In a time of uncertainty and change, how do you **ignite** your organizations' leaders?

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“Strengthening organizational performance by building trust inside”

How does this differ from executive coaching?

The Leadership Coaching Process is curriculum based. The objective is to increase leadership effectiveness in three critical areas: leadership adaptability, increasing employee engagement, and getting all employees involved in innovation. Executive coaching is often directed at underperforming managers – yet even top performers lack these three essential leadership skills.

Who will benefit?

This process can be **personalized for leaders at all levels of an organization** – from the frontline team leader to the CEO. The use of measurement tools and individualized application exercises makes the process relevant for leaders at any level.

Whether you are challenged by some people being a complete mystery to you, or simply aspire to develop the skills of an exceptional leader, one-on-one coaching is a powerful and proven method for accelerating performance – for you and your team.



The Intégro Leadership Coaching Process is a three-stage, 12-month process that places you at the **cutting edge** of 21st century business leadership.

Let us help you capitalize on change.

What is “the process”?

This is an intensive, three-stage process with 12 hours of coaching per stage. It is designed to provide leaders with the skills and tools they need to **deal with change, engage team members, and create an innovative, high performing team.**

What is included?

The Intégro Leadership Coaching Process incorporates the **dynamics of unique assessment tools with the energy of a personal coaching relationship.**

Conducted over a period of 9 to 12 months, this process requires you to apply what you are learning with team members back in the workplace. The coaching sessions can be face-to-face, by phone or a combination of both.

Leadership coaching by design:

Each stage is built around Intégro’s Five Steps to Success and follows the process outlined on the rear of this brochure.

Session Outline

Throughout all three stages, the client will be provided with materials to support progress, and is expected to complete 2 to 3 hours of follow-up work per hour of coaching to maximize the time investment.

Intégro Models

Innovative surveys, learning instruments and specific journal activities to document progress.

Leadership requires a flexible attitude, mental agility and behavioral adaptability. In times of unpredictability and constant change, these are essential skills for leaders of every organization. This stage sets the foundation for the process by focusing on self-awareness and self-management. To be adaptable, leaders must understand the thoughts and feelings that drive their behavior, and learn to adapt by managing their instinctive reactions when they are not appropriate or effective. Leaders need to understand that they can't control people; they can only control the environment they work in. It requires courage, practice and discipline to adapt one's behavior to create an environment where all team members want to and can perform at their best.

- The Whole Person Concept
- Personal Responsibility
- The Elements of Trust™
- Trust-Based Leadership
- The Passion Pyramid
- Everything DiSC® 363™ for Leaders Profile
- Work Expectations Profile

2 Stage Two
THE ENGAGING LEADER 12 hrs

3 Stage Three
THE INNOVATIVE LEADER 12 hrs

Session Outline

Engagement is the starting point, not the ending point. Stage Two focuses the leader on going beyond engagement to working with each of their team members to identify and develop their talents. Leaders will develop the ability to give feedback in a constructive way, and to coach and mentor team members to develop their talents and improve performance. These are learned skills that require listening adaptability – learning to ask the right questions and listen, rather than telling people what to do.

Intégro Models

- The Change Cycles Model
- The Giving and Receiving Feedback Models
- The Flexibility & Trust Survey™
- The Personal Listening Profile®

Innovation is a process, not an event. In fact it is a four-step process: idea generation, goal setting, developing action plans and execution. The innovative leader understands innovation as a “team sport” – few individuals can excel in each of those steps. They learn to use the Team Dimensions Profile to identify the innovation talents of each team member so they can create innovative, high performing teams. Leaders apply the innovation process as a problem-solving tool and as a part of every project to improve processes, products and services, and to encourage all team members' contributions to the process.

- The “Z” Process of Innovation
- The Leadership Process –Leadership is an “act” not a “role”
- Being a “resource” to your team
- Team Dimensions Profile

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