



Leadership Circle

Cohort Coaching For Up To 8 Members Of Your Team - Including Individual 360 Feedback Meetings

Typical Duration: 3-6 Months (Depending On Your Customization)

Overview

The Leadership Circle creates an opportunity for a group of leaders to gain self-awareness and improve their influence/impact.

Our work with leaders tells us that change doesn't happen in a vacuum; it takes time, practice, and guidance.

Through a combination of one-on-one and small group coaching, real-time feedback and peer mentoring, leaders will set their transformation in motion as they explore questions critical for success: Who I am as a leader? How do I want to be seen? What is working now and what isn't? What will take me to the next level?

Individual Coaching

In confidential sessions, the Leadership Circle participants can tap into the executive coach as a thought partner and work with them on individual development goals.

Group Cohort Coaching

Participants will benefit from the collective expertise and best practices of colleagues who know the organizational culture. Facilitated by the coach, these group sessions create an open, inclusive, and safe environment to share and debate ideas. These sessions will be tailored to the needs of the group, based on the themes that emerge from the individual feedback.

Highlights

- Individual coaching with a dedicated executive coach
- Proprietary 360 Assessment and Development Plan
- Virtual team shadowing
- Customized team sessions (for inclusive teams)

What You Will Learn

- How best to accelerate your impact based on your current leadership style
- Which blind spots might be impeding your ability to lead
- How to enhance your effectiveness and address any immediate areas for development

How You Will Learn

- Our 360 Feedback Process (verbal/online interviews with key constituents)
- One-on-one sessions with a dedicated executive coach
- A customized action plan
- Facilitated conversation with cohort colleagues
- On-the-job practice
- Ongoing feedback from key stakeholders
- A robust library of thought leaders on leadership, communication, and strategic thinking

Program Impact

After completing the program, leaders will

- understand how to strike a balance between management and leadership
- gain new awareness of what it means to be an effective leader
- learn new ways to inspire their teams, think more strategically, and collaborate more effectively with peers and stakeholders

Suggested Audience

The Leadership Circle is designed for a small group of 6-8 leaders who desire one-on-one attention in conjunction with support from peer colleagues facing similar issues.

This can be used with various leader groups including:

- Affinity groups (DEI programs)
- High potentials
- Middle managers transitioning into higher level
- leadership roles
- Executive leadership development programs



Every hour I spent with my coach was so worth the time! We worked with them to help us with our delivery, confidence, and executive presence. They were able to zero in on our needs and get to the root cause of where we were having challenges, and really help us take our leadership to the next level.

