

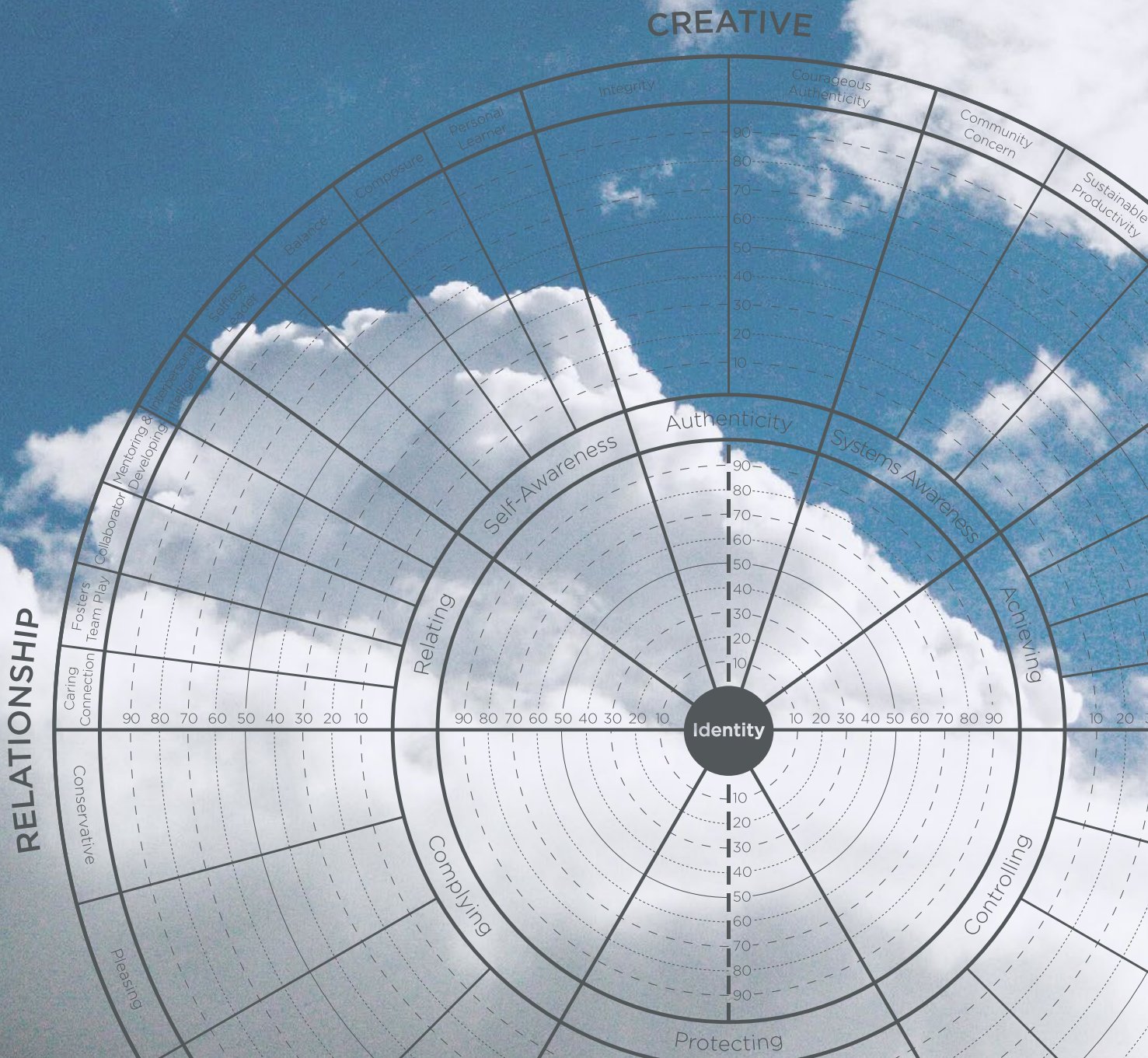


LEADERSHIP CIRCLE
COACHING

LEADERSHIP
CIRCLE®

WHAT IS A LEADERSHIP CIRCLE COACH

Leadership Circle understands both the world of business and the world of leadership development and has the skill to work with leaders as trusted advisors in both worlds. Our *Leadership Circle Coaches* enable enhanced leadership capabilities. They act as a sounding board to challenge thinking; stimulate creativity; explore problem solving tools & techniques; support skill building, build confidence, encourage reflection, and generate action. The coaching relationship is a working partnership built on mutual respect and trust to move the leader in a positive direction.



UNLOCK INDIVIDUAL & ORGANIZATIONAL POTENTIAL

In a world of accelerating complexity and uncertainty, the need for effective leadership has never been more important. Businesses today face unprecedented challenges on multiple fronts and the way leaders face these challenges has a crucial impact on business performance. Coaching equips leaders to navigate these challenges skilfully to achieve strong results for themselves, their teams and their organizations.

World-class performers usually have a coach at some pivotal time in their career; someone who can nurture masterful performance and help quickly moderate reactive behaviors; someone who, with a transformational conversation, can prevent months of struggle or inspire breakthrough creative performance.

Leadership Circle Coaches are not only industry-leading, but they utilize the best tools to maximize leadership growth. We've found that the key to unlocking leadership effectiveness and elevating consciousness, in individual leaders, is through the Leadership Circle Profile™.

“Leadership is enhancing the capacity of the organization to create what matters most.”

*Bob Anderson
Founder, Chairman, &
Chief Development Officer,
Leadership Circle*

THE KEY TO LEADERSHIP EFFECTIVENESS

Leadership Circle Profile™ is the first leadership assessment to connect a well-researched battery of competencies with the underlying and motivating habits of thought.

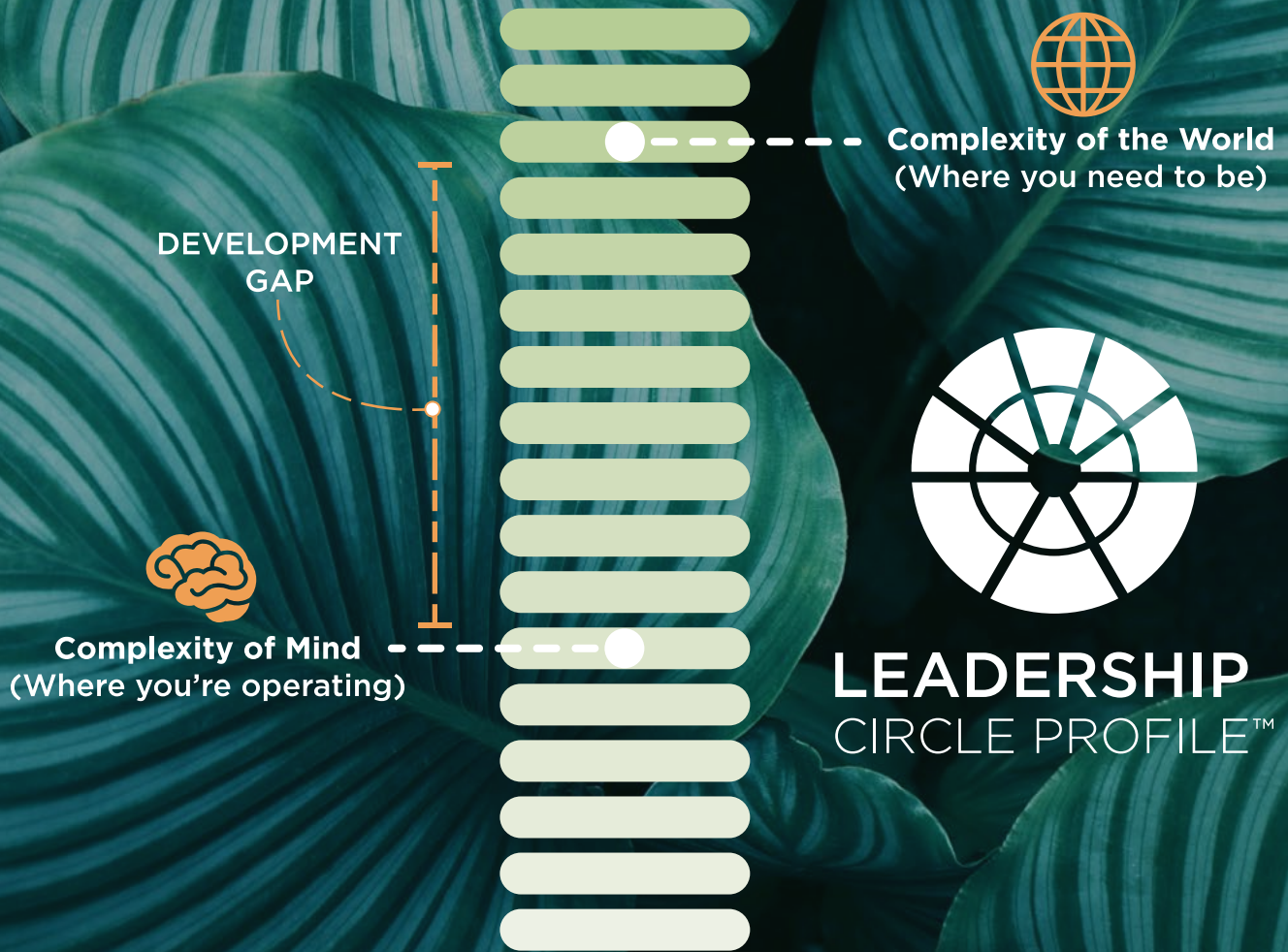
- Shows Creative Competencies and Reactive Tendencies
- Increases awareness of underlying and motivating habits of thought
- Increases inner awareness that affect outward behavior
- Reveals the relationship between patterns of action and internal assumptions that drive behavior
- Gets to the source of behaviors to get greater leverage on change
- Brings key issues to the surface instantly
- Data reveals itself in seconds
- Puts leaders in touch with what is working, what is not, and why
- Reveals leader's Operating System
- Data is easily accessible while creating a foundation on which ground breaking change can occur
- Creates change at a higher level and sustainable pace

Creative Competencies are well-researched competencies measuring how you achieve results, bring out the best in others, lead with vision, enhance your own development, act with integrity and courage, and improve organizational systems.

Reactive Tendencies are leadership styles emphasizing caution over creating results, self-protection over productive engagement, and aggression over building alignment. These self-limiting styles over emphasize the focus on gaining the approval of others, protecting yourself, and getting results through high control tactics.

OUR APPROACH

Our work with executives purposefully builds and integrates leadership capability, adaptability and confidence under the demanding conditions of organizational leadership. This approach not only leads to enhanced leadership effectiveness and improved business results, but also brings about a more balanced and fulfilling life.



GETTING STARTED

WITH OUR **LEADERSHIP CIRCLE COACHES**



ENROLL

Leaders interested in working with our *Leadership Circle Coaches* may email a request to coaching@leadershipcircle.com and include information about their motivations for coaching, language, location, and any other relevant information.



MATCHING

The leader is recommended a coach based on the information provided in their request.



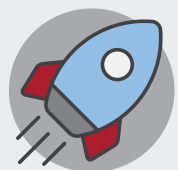
CHEMISTRY

Successful assignments require “chemistry” and trust between the coach and the leader. An informal meeting between the leader and the coach is to be scheduled so they can share information about themselves, their expectations and the process.



GO

Both the leader and the coach must agree it's a good fit. Alternative coaches are available.



PROJECT START

Once the engagement scope is agreed upon, a coaching agreement is signed accordingly.

POTENTIAL ENGAGEMENT STRUCTURE

GAIN AWARENESS. TRANSFORM. SUSTAIN. CLOSE.

Coaching engagements are typically 3-12 months in length and customized to suit the needs of the leader. The coach and the leader decide together how the engagement will be structured.

AN EXAMPLE OF A POTENTIAL ENGAGEMENT

1. Foundational Interview
2. Leadership Circle Profile Assessment
3. 90 min session to debrief LCP and qualitative results
4. Leadership Development Plan
5. Initial sponsor meeting
6. Coaching sessions every 3-4 weeks
7. Unlimited virtual support as needed between sessions
8. Pulse Survey checks to monitor progress and improvement in leadership effectiveness impact
9. Completion interview
10. Close out sponsor meeting

THE BUILDING BLOCKS OF COACHING

GAIN AWARENESS

The Foundational Interview

In the foundational interview key questions are asked to identify where the leader wants to focus their energy and shape the overall direction of the coaching engagement. What is most important for the leader to focus on? What does he or she see as their primary leadership challenge? What is the leader interested in bringing to the world?

Leadership Circle Profile™

The LCP is an online assessment which collects 360° input from the leader's boss, peers, direct reports, others and the leader's own self-assessment.

Debrief Process

During this time you will discuss your current role, talk about your leadership influences, review all feedback, dive into your Leadership Circle Profile™ graph, and discuss areas for growth.

Sponsor Meeting

Sponsor meetings often happen at the start of the coaching engagement; the coach, the leader, and the leader's sponsor meet to clarify roles & objectives and agree confidentiality and feedback guidelines.

TRANSFORM

Leadership Development Plan

Coaching objectives are agreed at an early stage in each assignment and are often informed by LCP results and organizational objectives. A Leadership Development Plan is created, which help leaders identify One Big Thing—the most important goal that will accelerate their development. The plan also helps leaders identify behaviors they will start and stop doing in order to achieve their One Big Thing.

Ongoing Coaching

This is where the journey happens. Leaders will continue to meet with their coaches for ongoing sessions and spend time between sessions working on closing their developmental gap.

SUSTAIN

Pulse Survey

The Pulse Survey gathers feedback from a group around the leader who act as an “accountability circle.” Typically, three assessments are conducted over an 8-month period. After each assessment, results are captured in a summary report that leaders can use to track their progress against their goals and determine areas in need of further development.

CLOSING THE COACHING ENGAGEMENT

Completion Interview

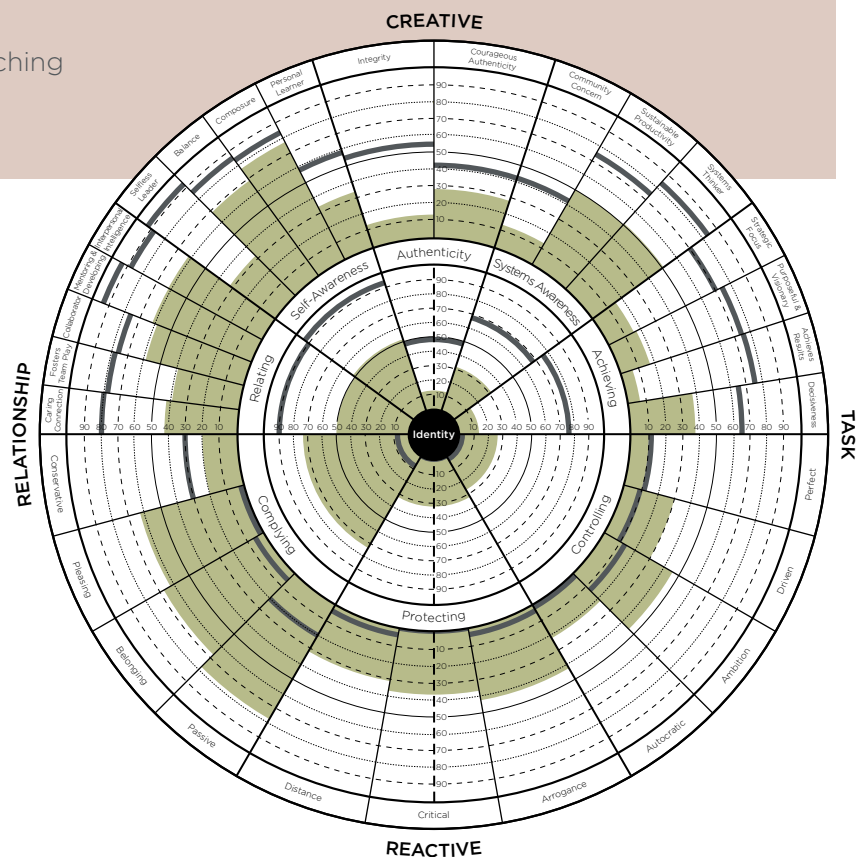
In the completion interview leaders have an opportunity to revisit their initial goals and reflect on their progress in terms of consciousness and competency. Any outstanding issues or needs are discussed.

Close Out Sponsor Meeting

In a final review meeting with the sponsor, the leader and the coach review progress against objectives and agree next steps, including how to sustain progress.

Evaluation

You'll be sent an evaluation for the coaching program.





CONTACT

Team Coaching Services
coaching@leadershipcircle.com
leadershipcircle.com

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