

LEADING UP

A six-month coaching process for high-potential men and women

Specially geared toward high-performing men and women at the senior management and director levels, our *Leading Up* program helps a company to prepare its next generation of leaders. The coaching process engages the participant in a comprehensive exploration of career goals, personal leadership style and organizational impact. This one-on-one process is tailored to meet specific needs and provides the client with an action plan for positive change.

Leadership Assessment Process



Career History



Assessment Instruments



360° Colleague Interview



1:1 Coaching

One-on-One Coaching

- Coach and participant meet regularly to discuss unique issues, challenges and opportunities
- Creation of Professional Development Plan identifying areas of focus and development strategies
- Development of a Stakeholders Analysis to improve, enhance or remediate significant relationships
- Identification of Action Steps to reflect on progress
- Concluding meeting to summarize learnings and plan for continued progress



Benefits to Participant

- Enlightened understanding of leadership principles
- More effective and persuasive communication skills
- Understanding of strategic networking
- Enhanced executive image, skills and presence
- Greater political savvy

Benefits to Organization

- Increased retention of valued employees
- Enhanced performance and more engaged workforce
- Improved communication driving creative business solutions
- Enhanced recruiting