

Leadership Development and Team Coaching

Objective: Elevate leadership team capability, alignment and cohesiveness

	Consult	Assess	Session 1	Session 2	Session 3	Consult
Participant Experience	Organizational Strategic Direction Experience with Team Coaching Objectives for Leadership Development Fit and Alignment with Organizational Development Strategies Sponsor Expectations	Leader Current State and Objectives for Development Pre-Work Assessment Leadership Team Assessment Option: The Advantage Team Assessment Style Assessment: DiSC	Custom Team Alignment and Cohesiveness Leader Learning, Assessments, Application, Practice, Feedback Peer Coaching Commitments Action Plan Pre-Work	Custom Team Alignment and Cohesiveness Leader Learning, Assessments, Application, Practice, Feedback Peer Coaching Commitments Action Plan Pre-Work	Custom Team Alignment and Cohesiveness Leader Learning, Assessments, Application, Practice, Feedback Peer Coaching Commitments Action Plan Post Work	Evaluate Success Check in with Leaders and Sponsor: Objectives Met? Progress Evident? Value Realized? Satisfaction Learning Behaviour Change Impacts Identify Next Steps
Leader	Engage	Pre Coaching	Post Coaching	Post Coaching	Post Coaching	Evaluate
Coach	Sponsor Discovery	Leader Discovery	Leadership Coaching 1:1	Leadership Coaching 1:1	Leadership Coaching 1:1	Evaluate

