

Executive & Leadership Coaching

We focus on individualized growth and positive business outcomes.

Studies show coaching is most effective for developing executives. Cohesive teams with strong leaders go further and faster together.

Business coaching for executives is a 1:1 or team program designed to enhance your leaders' relationships, effectiveness, accountability, and results. By focusing on unique abilities, our coaching helps leaders become their best, contributing to better business outcomes.

Our program combines the art and science of a leader's development, using tools and data to support both the leaders' and teams' goals. We enhance individual performance and measure progress through objective feedback, unique assessments, and a goal-based development plan approach. We offer six- and 12-month programs for individuals and teams.

*The best leaders didn't fall on the top of their mountain.
It was a climb.*

Six-Month Program

#1: Start of the Journey: Introductions & Goal Setting

- Introduction and Goal Setting
- Establishing the Coaching Relationship
- Introduction to EQ-i 2.0 and DiSC
- *The Five Levels of Leadership*

#2: Deeper Understanding of Self First

- Review EQ-i 2.0 and DiSC®
- Strengths and Areas for Development
- Create Individual Devel Plan: 30-day Goals

#3: Emotional Intelligence: The Other Kind of Smart

- Self-Awareness and Self-Regulation
- Empathy and Social Skills
- Overall Effectiveness and Resilience
- Current Issues & Dev. Plan Goals

#4: Successful Communication Strategies

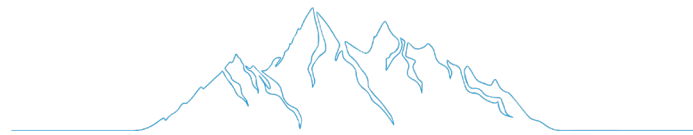
- Understanding Communication Styles & Preferences
- Improving Communication
- Current Issues & Dev. Plan Goals

#5: Critical Thinking & Decision Making for Leaders

- Critical Thinking and Decision-Making
- Assessing Risk - Informed and Balanced Decisions
- Current Issues & Dev. Plan Goals

#6: My Progress

- *The Five Levels of Leadership* Reflection
- Leadership Brand Reflection
- Review of Development Plan & Goals



12-Month Program

Continuation from the six-month program, plus...

<p>#7: Working Genius Insights</p> <ul style="list-style-type: none"> Review Working Genius results Maximizing Productivity Current Issues & Dev. Plan Goals <i>Four Obsessions of an Extraordinary Executive</i> 	<p>#8: High Performing Team Leadership & Development</p> <ul style="list-style-type: none"> Team Dynamics and Motivation Conflict Resolution Current Issues & Dev. Plan Goals 	<p>#9: Change Management That Sticks</p> <ul style="list-style-type: none"> Leading Organizational Change Adaptability: Developing Flexibility Current Issues & Dev. Plan Goals
<p>#10: Performance Management for Today's Workforce</p> <ul style="list-style-type: none"> Setting Performance Goals Feedback and Development Current Issues & Dev. Plan Goals 	<p>#11: My Leadership Brand: Showing up Purposefully</p> <ul style="list-style-type: none"> Decision-Making Based on Values Leadership Brand Statement Current Issues & Dev. Plan Goals 	<p>#12: A Milestone on the Journey of Life</p> <ul style="list-style-type: none"> Review & Reflection: This Past Year Future Planning: Continued Growth Next 12 Months – Goals & Personal Accountability

Investment

Six-Month Program

\$4,500

- Six 90-minute sessions
- EQ-I 2.0 & DiSC® Work of Leaders
- Supervisor/sponsor kick-off discussion
- Up to two 30-minute stakeholder connects
- The inVantage Leadership Coaching Playbook
- *The Five Levels of Leadership* - Maxwell
- Summarized session for coach & client use-only
- Individual Development Plan with 30-day Goals
- Monthly current issues processing
- Six-month check-in with supervisor/sponsor

12-Month Program

\$9,000

- Six-month program, plus...
- Additional Six 90-minute sessions
- Working Genius Assessment
- *The Four Obsessions of an Extraordinary Executive* - Lencioni
- Individualized Leadership Brand Statement
- Optional - 360° Assessment (Additional fee)
- Up to two 30-minute stakeholder connects
- End of session summary with supervisor/sponsor
- The next 12-months – client goals



For more information on the inVantage Executive & Leadership Coaching, please visit us online at www.invantageteam.com.