

Executive Coaching Quad

Executive Coaching is a popular process in today's business world because once a certain level of success is achieved, many executives seek to broaden their scope of excellence by becoming not only better at what they do, but also deeper in their understanding of themselves.

Questions such as, "How can my impact be more effective," "What legacy will I leave" and "How can I balance Work life and Home life", are addressed. Through a 4-stage process, including assessment, feedback, goal setting and execution, participants move from "making more than a living" to "making more of a difference."

The process for transformation utilizes a coaching Quad in which four participants work with a coach and provide feedback to one another in meetings between the coaching sessions. **A more affordable approach to coaching**, this assemblage also offers an opportunity to forge relationships unprecedented in typical business situations. At the conclusion of the coaching process, the learning continues as participants are encouraged to stay in communication as peer mentors.

The Four-Part Process Includes:

The Process of Self-Awareness – Heightening consciousness and investigating the depths of the inner self. In this stage, we investigate the Psychology of Self and the motivation behind our behaviors. Uncovering what top five values are at your core and how you score in the area of Emotional Intelligence, the driving force behind personal and professional success. The Myers-Briggs Type Indicator is utilized to determine Psychological Type and preferences and how to best coach others according to what they need. This then, leads to the practice:

The Practice of Self-Mastery - Managing "you" in the world at the highest level of functioning and setting "stretch goals" for achieving behavioral change. This day begins with the analysis of The Stress Map used for determining in what twenty-one measured life areas you are experiencing "burn-out" or optimal performance providing key insight for achieving behavioral change. This session continues with one of the world's best leadership measurement tools that measures Ideal Influence, Intellectual Stimulation, Individual Consideration and Inspirational Motivation. Receiving data from ten of your associates, we analyze how you rate yourself compared with others' perceptions. You also can see how you measure against the global standard from a database of 6 million leaders. From this instrument, we establish your goals for moving toward a Transformational Leadership Style and begin using exercises to practice the behaviors associated with each of the four components. How you behave in the world leads to Step III:

The Skills of Social Competence – Learning and practicing the business skills which make successful people, successful. The day begins with the practice of **Generous Listening**, determined to be the most important leadership skill in a list of twenty five. Lunch is the setting for Business Dining Etiquette in which the guest instructor leads you

through the wisdom of cross-cultural dining. The afternoon focuses on **The Art of Speaking**, a workshop on how to make purposeful and memorable presentations. With public speaking being THE most noticeable of all leadership skills, this training can have enormously positive impact on your career. Finally, you arrive at the level that will guarantee your success:

The Benefits of Relationship Management Sustaining those relationships that are the key to your success and the key to your heart. The most important aspect of our lives is the quality of our relationships. Anyone can do it poorly and it takes clear consciousness to do it well. The morning session of the final day is the “how to” for building high performing teams. You will be instructed on how to measure your teams and serve as the facilitator all within the context of team building exercises that you can take back to your workplace. You are also taught a coaching model for your development of others on your team. Lunch on this day, including the afternoon program, is a special treat as it can include your significant other, your spouse or your boss as our guest. The session is based on Jeffrey Patnaude’s book, *Living Simultaneously, Balancing Self-Care, Relationships and Work*. This critical component gives you a chance to work together with a personal mentor who, as a team, will help guide one another toward a Transformational Life. The final component of the day is centered on appreciation and gratitude and concludes with a festive dinner.

The Process Includes:

- Developing an Executive Presence – Values, Purpose, Work, Legacy
- Myers Briggs Type Indicator – determines Psychological Type and preference
- The Stress Map – an instrument for determining high performance or burnout
- Presentation Skills Training
- Facilitator Training for your own Team Development
- Listening Skills
- Multi-factor Leadership Quotient – an instrument to measure the five qualities of the Transformational Leader
- Dining Etiquette
- Goal setting with accountability
- Weekly One Hour Phone conversation
- Work/Life Balance planning (with Spouse or Supervisor if relevant)
- Final evaluation with Participant’s Supervisor

**Are you ready to move from Ordinary to
Extraordinary?**