



PROFESSIONAL COACHING INSPIRES CONFIDENT, EFFECTIVE LEADERS

PROFESSIONAL COACHING

We understand that strong leaders are the key to an organization's success. We also know that leadership development through coaching offers significant benefits. Coaching is highly progressive and is a pivotal strategy in achieving breakthrough outcomes. Our individual and group coaching focuses both on developing high-performance leaders as well as improving leadership performance. We help transform your leaders for your organizational success.

Coaching is also personal and requires an individualized approach. The leader being coached will develop a relationship with one of our trained, certified, and accredited coaches to help them define and move toward their goals through action.

Professional development through coaching offers significant benefits across the workforce, including:

- Higher levels of engagement, commitment and retention
- Effective succession planning
- Stronger employee/leader relationships
- Increased productivity, resilience and wellness
- Heightened creativity and innovation

We offer four personalized coaching programs:

- Professional Development Coaching
- Performance Coaching
- Group Coaching
- The Conscious Coach Signature Program





Professional Development Coaching

Development coaching helps individuals identify and achieve their goals and become more effective. Each coaching program is personalized to support your leaders on their growth and development journey.

- 6 months of one-on-one coaching sessions
- Hogan personality and leadership competency assessments
- Leadership-coach triad conversations
- Assignments to practice new skills

Performance Coaching

When performance falters, coaching can be a key intervention to reach clarity that a change is needed. A coach helps the individual and their leader agree on goals for improvement, then guides them towards achieving these goals.

- 6 months of one-on-one coaching sessions (frequency determined by the coach, coachee and coachee's leader)
- Hogan personality & leadership competency assessments
- Leadership-coach triad conversations
- Assignments to practice new skills



Group Coaching

Group coaching offers the opportunity to enhance each individual and their collective capacity whether the team is newly forming or is tackling new challenges. Group coaching includes:

- Monthly group coaching sessions (six to twelve months)
- Leadership competency assessment for each individual
- Assigned accountability partners
- Assignments to practice new skills
- Introduction to emotional and cultural intelligence

The Conscious Coach Signature Program

This program is designed to develop a team of skilled internal coaches that can be deployed throughout the organization to support existing and emerging leaders. Format customized for your needs:

- Cohorts of up to 20 participants
- Orientation session, pre-work, and assessments
- Onsite and/or virtual group workshops
- Time to immerse in learning through real-life, day-to-day application of coaching skills

