

## Leadership Direction Coaching

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*Leadership Direction* is a powerful first step forward in leadership development through the use of assessment, feedback, and action planning. It is an excellent development tool for managers to help them increase awareness and formulate action steps for growth. It also provides an effective first step toward launching a broader leadership development program for high-potentials or as a starting point for a three- to six-month coaching program.

*Leadership Direction* begins with assessments, including 360° feedback (interview-based or online) to raise awareness and identify key leadership behaviors a manager can address to improve individual and team effectiveness. The assessments are followed by two phone or in-person sessions for interpreting the assessments and developing an action plan. An additional follow-up coaching session will help build commitment to the action plan.

Benefits include:

- Increased awareness of strengths and development gaps
- Improved understanding of key leadership role requirements
- Enhanced focus on managing individual and team performance
- Targeted, customized development plan and action plan

All of our coaching programs are delivered by highly skilled and experienced executive coaches. Our coaches target the specific behaviors that impact performance and are linked to bottom-line business results.

### Leadership Direction Coaching Program

- Up to seven interviews of subordinates, peers, and manager, using a custom-tailored *Qualitative 360° Interview Protocol*, **or**
- Online administration of *Individual Directions Inventory (IDI)* and the *Leadership Effectiveness Analysis*, either LEA 360° or LEA Self\*
- Preparation, administration, feedback report
- Interpretation of assessments
- Development plan / action plan session
- Three-way meeting with manager to align development/action plan
- Follow-up phone coaching session

\* We use the highly regarded leadership assessments from The Management Research Group – *Individual Direction Inventory (IDI)*; *Leadership Effectiveness Analysis (LEA360°)*.

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**Note:** In addition to *Leadership Direction*, we offer a range of leadership development and coaching programs, including customized executive coaching programs. For more information, contact Ken Giglio at (201) 788-0675.