



COACHING FOR LEADERSHIP EFFECTIVENESS PROGRAM OVERVIEW

THREE KEY DIMENSIONS FOR EXCEPTIONAL LEADERSHIP



MIND TO LEAD

Preparing the MIND with tools that enhance experience, intellect, and mental readiness to face any challenge



WILL TO LEAD

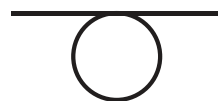
Building a strong WILL that provides the drive and stamina to effectively lead high performing teams



HEART TO LEAD

Nurturing the HEART and soul inherent in all great leaders and organizations

LEADERSHIP
BALANCE®



Mind. Will. Heart.



Welcome TO OUR COACHING FOR LEADERSHIP EFFECTIVENESS PROGRAM.

This holistic, interactive program helps individuals drive decision making through the mind, will, and heart. It results in organizations that produce high performers and measurable results more rapidly.

Leadership Balance facilitates individual change and development specific to organizational issues with specialization in leadership effectiveness, job commitment and confidence. As coaches for organizational change, we help the leader look at the way he or she currently does business and help identify qualities needed to manage more effectively.

In the process, we help the leader set a clear path for effective leadership and motivate him or her to make sustainable change.



The most profound way for an individual to develop skills and assimilate to a company's culture and values is to learn directly from someone who already possess those qualities and who is compelled to help others achieve.

That is what you get with a Leadership Balance Coach - an experienced leader who knows how to develop effective leadership in others in a way that is customized to a client's individual circumstance.

As a result of our 6 or 12-month coaching program, the client transforms into a better leader. He or she sets better goals, takes more action, makes better decisions, works more effectively with peers and direct reports, and more fully uses his or her natural strengths.

We will begin by assessing what's working and what's not and determine future expectations of the participant. Once the direction is established, we will develop a customized step-by-step coaching program.

At the end of each meeting, we will mutually agree on the focus of conversation and action for the next module. We listen, contribute, observe and question. This interaction creates clarity and moves the client into action. Our coaching accelerates the client's progress by providing greater focus and awareness of choices that he/she can make.

MIND TO LEAD



MIND

WILL TO LEAD



WILL



HEART

HEART TO LEAD

The Leadership BALANCE Model.

Leadership Balance combines contemporary leadership principles with proven strategies for developing cognitive competency, a healthy mental approach, and an encouraging spirit. We call our methodology “Mind to Lead. Will to Lead. Heart to Lead.” It’s the foundation of a powerful process for developing a new generation of effective leaders.



ABOUT OUR COACHING FOR LEADERSHIP EFFECTIVENESS PROGRAM:

Who We Work With

What You Can Expect From Us

Our Philosophy of Coaching

Our Pledge of Ethics

Who We Work With

- + CEO's, executives, managers and other professionals who would like a coach
- + Companies looking to launch a coaching initiative
- + Human Resources Departments interested in hiring external coaches
- + Companies intending to train their managers to be coaches
- + Training and development departments interested in coaching workshops
- + Organizations wanting the support of a coach in any of the following areas: Strategic planning, process re-engineering; creating and communicating a compelling vision; launching and developing teams; or 360 degree reviews

What You Can Expect From Us

At Leadership Balance, we are guided by strong core values. We are trained to listen and observe, and we customize each program to the individual client's needs. We provide feedback and an objective perspective. Our clients are responsible for taking the steps to produce the results they desire. Our coaching program does not focus directly on relieving psychological pain or treating cognitive or emotional disorders.

Our coaching program does focus on where clients are now and what they are willing to do to get where they want to be in the future.

The following characteristics are what you can expect from your coach:

- + *Emotionally competent*
- + *Mentally sharp*
- + *Action-oriented*
- + *Evoke a sense of purpose with client*
- + *Knowledgeable in current business climate*

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BALANCE®**



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ABOUT OUR COACHING FOR LEADERSHIP EFFECTIVENESS PROGRAM:

Our Philosophy of Coaching

Leadership Balance adheres to a form of coaching that honors the client as the expert in his/her life and work and believes that every client is creative, resourceful, and whole. Standing on this foundation the coach's responsibility is to:

- + Discover, clarify, and align with what the client (boss & coachee) wants to achieve
- + Encourage client self-discovery
- + Elicit client-generated solutions and strategies
- + Hold the client responsible and accountable



Our Pledge of Ethics

as a professional coach, i acknowledge and agree to honor my ethical obligations to my coaching clients and the organization. I pledge to comply with our Leadership Balance Code of ethics, to treat people with dignity as independent and equal human beings, and to model these standards with those I coach.

Thank you for the opportunity to work with you and your company to improve organizational effectiveness.

Sincerely,



Cathy M. Light, CEO
Leadership Balance LLC



Jennifer Chappell
Group Business Manger



Marc Giudici, MS, PhD, NCC
Employee Assistance &
Wellness, SME



Mark Tuggle, PhD
Learning and Development SME



OUR ONE-ON-ONE COLLABORATIVE COACHING PROCESS



We will schedule 2–3 hours of uninterrupted time each month for six to twelve months to thoughtfully carry out each activity. Each month, we will strategize on a specific topic of development and an action plan will be created for each session.



1

PREPARE

Think about what you want to accomplish during the activity. What are your leadership goals?



2

APPLY

The activity might be a task you want to complete or a skill you practice. There are guidelines to help you carry out each leadership development activity.

3

REVIEW

Think about how you did. What observations do you have? How might you improve in the future?

