



Coaching

All outstanding performers - athletes, actors, musicians, writers, and artists - have a coach. Coaching is a personalized ongoing one-on-one process in which a leader enhances their skills in identified growth areas. The process begins with administering an extensive intake questionnaire, along with a Profiles PXT. Often clients seek a more comprehensive snapshot of their leadership and personality style by also utilizing the Myers-Briggs Personality Type Indicator (MBTI), Fundamental Interpersonal Relationship Organizational Behavior Leadership Style Indicator (FIRO-B) and the Thomas-Kilmann Conflict Instrument (TKI) assessments.

The results are integrated into a learning plan that is incorporated with other materials in a customized personal binder, which is used during all subsequent coaching sessions. Thereafter, we meet on the phone, skype/zoom, or in person at regular intervals. Issues and new skills to learn are documented on a session-summary sheet for the leader to work on between coaching sessions.

Creating a High Performance Team

The learning process begins before a day-long workshop. Selected assessment tools are administered to members of the staff prior to the Team Workshop. The individual and combined team assessment results offer a comprehensive analysis of the group's leadership style. This analysis becomes the foundation for the day's agenda.

The team also completes custom-designed worksheets that identify the strengths and areas of growth for the team. The Team Workshop highlights the importance of understanding the array of leadership, communication, and conflict styles that are inherent in working in a diverse group. The end result is that the team learns specific leadership skills; how to develop a shared agenda, run effective team meetings, and create their shared vision based on the team's "WHY". These are essential skills that are needed to build a highly effective team that reaches new levels of excellence.