



ELICITING EXCELLENCE

"Bringing Out the Best in People"™

Leadership Development Program



Why Executive Coaching?

Executives within an organization have been successful because they've used their natural talents, expertise, and intelligence. But sometimes the strengths which made them successful in the past are less valuable at the next level or they've developed blind spots which hinder their effectiveness. Our leadership development process is designed to help leaders improve their effectiveness in their current role and prepare them for the future.

Approach and Framework - Eliciting Executive Excellence™

Our coaching is about getting better results - results to achieve an organization's strategic goals. Research shows that in order for leaders to be effective they must master:

- **Self-Awareness and Self-Management:** These competencies include the ability to read one's own emotions and appreciate their impact on actions, reactions, and decisions. It also affects a person's flexibility, adaptability and attitude.
- **Organizational Awareness:** These competencies include the ability to read the attitudes, politics, and networks within an organization.
- **Interpersonal Management:** These competencies include developing others, becoming influential, resolving conflict, and building and guiding teams.

Our **Leadership Development Program** is a proven, systematic methodology to assess and enhance leadership abilities and effectiveness. We use a two-step process to ensure your goals are achieved.

1. Assessment

We use a comprehensive leadership 360° assessment which allows us to gain an objective perspective on a leader's strengths and weaknesses.

2. Development

A Leadership Development Plan is created collaboratively with the coach, the leader, and their manager to ensure alignment of goals and expected results. The coach then has one-on-one coaching sessions with the leader (usually over the phone) for the duration of the engagement.

Coaching is custom designed for the individual and focuses on uncovering blind spots, enhancing leadership competencies, and overcoming performance obstacles.

Contract Length and Pricing

Executive Coaching contracts are typically six months to one year in length with coaching meetings on a weekly or twice-monthly basis. The fee includes assessment, alignment meeting(s), and coaching sessions with the leader.

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