

# EXECUTIVE COACHING & LEADERSHIP IMMERSIVES

*By working at all four levels of development (physiological, cognitive-emotional, behavioral and soul-level), our Executive Coaching and Leadership Immersive engagements help leaders unleash their potential and lead their teams to success, even in the face of adversity.*

**BUSINESS CHALLENGE:** As an executive, leading a team amidst the rapidly changing business landscape while dealing with internal constraints and politics can not only be challenging, but quite a lonely endeavor. Leaders need to have the tools to unleash excellence in their team and revitalize their teams, no matter the business conditions.

**LIMITATIONS TO TRADITIONAL APPROACHES TO COACHING:** Many traditional approaches to coaching focus only on creating new habits and behaviors for unleashing results. Other approaches go deeper, targeting emotional and cognitive awareness. However, very few incorporate physiological and soul-level alignment work. Without addressing all four levels of development, leaders may miss critical insights into their leadership potential.

**OUR UNIQUE SOLUTION:** We offer customized executive coaching solutions that work on all four levels: physiological, cognitive-emotional, behavioral, and soul-level alignment. By incorporating a holistic approach, we help leaders create the most aligned and strategic actions to move themselves, their teams, and their organizations forward. We do that in two formats:

1. One-on-one Executive Coaching, involving a series of sessions over a 9 month development journey, and
2. One-on-one Leadership Immersives, a VIP deep-dive experience, combining deep personal excavation, leadership assessment and experiential learning with strategic action planning, which essentially collapses 6-9 months of private coaching into 1-2 days.

## **OUR EXECUTIVE COACHING PROCESS FOLLOWS FIVE PHASES TO UNLOCK LEADERSHIP EXCELLENCE:**

**Data Gathering and Initial Goal Setting:** We start with an initial meeting to clarify the focus for targeted leadership development and desired results

**Assessment and Feedback:** Our coach conducts qualitative interviews with a select group of 10-12 stakeholders, reviews previous leadership development assessment results, and integrates all assessment and qualitative interview data into a Leadership Balance Sheet. We conduct a comprehensive feedback session with the executive, identifying behavior change and development critical to the leader's success.

**Planning:** Our coach and coachee prioritize areas of development and map out an individualized coaching plan with a focus on 2-3 key areas of behavioral change, with specific, measurable outcomes. Our coach also identifies strengths and gaps, and targeted coaching interventions at all four levels of development: physiological, cognitive-emotional, behavioral and soul-level.

**Strategic Action Coaching:** Our coach meets with the coachee 1-2 times per month for nine months to support them in getting into action around critical leadership actions. In addition to scheduled coaching sessions, our coach provides unlimited e-mail support between sessions and relevant leadership development resources, as needed.

**Evaluation and Follow Up:** As we wrap up the coaching engagement, we evaluate results together and conduct a short survey with key stakeholders to assess progress made. We also meet with the coachee's manager to develop a maintenance plan and agree on next steps.

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**OUR LEADERSHIP IMMERSIVE EXPERIENCES ARE ALWAYS CUSTOM DESIGN BUT TYPICALLY INCLUDE THE FOLLOWING KEY ELEMENTS::**

1. Several leadership assessment and discovery sessions, complete with additional leadership and personal assessment tools.
2. A 1-2 day in-person targeted development experience, complete with customized experiential activities that deepen an executive's self-discovery, recalibrate leadership for greater impact and foster integration. This process typically involves:
  - Identifying a leader's "Divine Genius";
  - Our Compassionate Excavation™ process, identifying the key limiting beliefs that may be holding us back from next level leadership;
  - Experiential learning in nature - Being in nature is scientifically proven to enhance creativity, empathy, deep listening, improved memory, and the ability to see different perspectives. These immersive activities enable us to find a greater sense of meaning and purpose in our work-lives and personal lives;
  - Soul Alignment energy work works with our subtle energy field to help us liberate ourselves from old, disempowering stories about ourselves, clear the energetic imprints that reinforce our old stories, and evolve the internal map that allows us to create fresh new realities, unencumbered by past definitions of self or success;
  - Leveraging leadership modalities based on Theory U and Evolutionary, Future-Fit leadership and organizational development, supplemented by other pioneers like Otto Scharmer, Arawana Hayashi, Frederic Laloux, Clare Graves, John Kotter, Robert Kegan, Peter Hawkins, Giles Hutchins, Dr. Joe Dispenza, Dr. Albrto Villoldo and Peter Senge;
  - A synthesis of the executive's leadership brand and Immersive insights.

**THE BOTTOM LINE:** By working at all four levels of development (physiological, cognitive-emotional, behavioral and soul-level), our Executive Coaching and Leadership Immersive engagements help leaders unleash their potential and lead their teams to success, even in the face of adversity.