

























# OUR PROGRAMS | COMPONENTS & DETAILS

	 Objective	 Results	 Participant Profile	 Cohort / Individual Program	 One-on-One Coaching	 Workshops	 Assessments	 Individual Action Plan	 Hands-On Learning	 Common Agreements
<b>Women in Leadership</b>	Create a more inclusive culture and accelerate women's careers	Improved personal effectiveness, business acumen and corporate visibility, resulting in higher engagement, advancement and retention	High-potential women and their managers	Cohort Program						
<b>Executive Coaching</b>	Enhance effectiveness of executive-level leaders for the purpose of either development or remediation	Improved self-awareness and communication skills, identification and remediation of potentially derailing skills and behaviors, heightened overall effectiveness	Executives, those slated to move to a future executive role and their managers, when applicable	Individual Program						
<b>High IMPACT Coaching</b>	Grow a pipeline of next-gen leaders through coaching on key competencies	Enhanced talent pipeline, improved engagement, competency development and increased business returns	Rising leaders, high potentials and key talent, in addition to their managers	Cohort OR Individual Program						
<b>High IMPACT Start</b>	Enable new leaders to take a strategic approach into their first 100 days	Increased retention, reduced time to acclimate, enhanced stakeholder relationships, strong foundation for future success	Executives, relocating managers, new hires	Cohort OR Individual Program						
<b>High IMPACT Teams</b>	Enhance collaboration and team performance at any level  Ideal for executive retreats	Improved awareness of self and others, enhanced intra-office communication, increased trust, reduced conflict and fully integrated new team members	Executive teams, management teams, teams of individual contributors and departments or cross-functional teams	Cohort Program						
<b>High IMPACT Leadership</b>	Enable leaders to create a coaching culture where managers engage and motivate employees	Enhanced employee engagement, productivity and retention	Managers, rising leaders and team leads	Cohort Program						
<b>Multicultural Team EQ®</b>	Enhance collaboration, communication and team dynamics in global teams	Enhanced cross-cultural understanding and team dynamics	Managers with team members from diverse, global cultures	Cohort Program						
<b>Wraparound Coaching</b>	To boost the effectiveness of your existing, content-rich leadership programs	Adding 1:Me coaching increases accountability and adoption of new skills / behaviors	Those enrolled in development programs, including LMS modules on leadership	Cohort OR Individual Program						
<b>Middle Manager Training</b>	Develop middle managers and rising leaders at scale with online learning and coaching	Scale development to more leaders, improve leadership effectiveness, build new behaviors, and increase engagement in online learning	Middle managers and new managers	Cohort Program						
<b>360° Assessment + Coaching</b>	Turn 360° feedback into actionable growth strategies	Enhance leadership skills and effectiveness through customized development plan based on 360° feedback	Managers, directors, and executives, in addition to their managers	Individual Program						

 Key Program Component

 Optional Program Component

Assessment tools vary based on the purpose and needs of each tailored program.

Tools Include: Birkman Method® Assessment, 360° Assessment, MBTI, eCareerFit and Social and Emotional Intelligence Profile



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