

Executive Coaching - Business Leadership Program

Gaining Business Results from Applied Leadership

Desired Outcomes:

- Stronger management and leadership skills
- Activate those skills to help managers be more effective
- Insure that the more effective managers yield better business results

Part 1: Pre Course on line assessment (30 minutes each)

There are two “pre face-to-face” assessments that are conducted to measure the existing business conditions. All the assessment inputs are confidential in order to have candid responses. An Impact Map is written that will link the program learning to the business output issues. This must be done by the senior management team before any classroom sessions.

Part 2: Face to face session (1 day)

In this session the assessment results and the virtual learning review are brought together with the Impact Maps and the Profitability Curve

- Specific business objectives linked to the project
- A performance tracking system is built that links the course to the business objectives
- The specific business focus areas of where to apply the course objectives to gain the business results desired is confirmed
- The course is customized to the individual manager so they can personally apply the course objectives to their business objectives
- Lots of practice of the program skills and in running the tracking system.

Part 3: Face to face/telephone coaching session (45 minutes each)

In this portion of the course each manager is given a 45 minute coaching session to fine tune the customized application of the program. The OD Matrix and the business objectives are discussed so that the specific applications of the models and the specific results are pre-determined.

Part 4: Homework application (15 minutes per week)

This is done via email exchange. The manager reports once a week to the Learnsoft consultant on a direct business application. The Learnsoft consultant provides feedback on the application and suggested guidance for the next week.