

Accelerated Leadership Coaching (ALC) Program



“This is a very well-organized program with material and discussions that are highly relevant to issues that managers face everyday in most high-tech firms (and likely in other organizations as well). The coaches encouraged frank and open discussion in the group meetings as well as in the 1-1 coaching sessions.”—Program Participant

Audience

Teams, groups of high-potential leaders (8-15 participants)

Objective

Find a scalable, economical way to provide coaching to high-potentials

Description

A coach who understands demanding business environments leads a program which includes group workshops and 1-1 coaching sessions for a cohort of 8-15. Weekly touch points provide continuous momentum, vital to both developing and tracking key leadership skills. The program is delivered over three months and includes:

- Skill Building: Three half-day sessions
- Personalized Learning: Six 1-1 leadership coaching sessions
- Peer Coaching: Three tribe sessions for sustained learning and ongoing support

**Sample content/
objectives**

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- Direct and Inspire Change (i.e., don't wait for someone else to pick up the company)
 - Influence across the Matrix (i.e., how do you best get things done when you don't have "control")
 - Move from Idea-to-Innovation (i.e., use design thinking to create breakthroughs)
 - Engage your People (i.e., create a culture of openness/feedback with better coaching skills)
 - Over-Communicate (i.e., better request-making and decision-making skills lead to higher productivity)

Outcomes

The ALC program brings the benefits of individual coaching to a group to:

- Improve accountability—Weekly sessions reinforce learning and behavioral change. Group members hold one another accountable by practicing their skills outside of the sessions.
- Build internal capacity—After the program ends, participants can provide peer coaching.
- Increase efficiency—Improve performance onsite and avoid losing key staff to multi-day training events.
- Create consistency—All group members learn the same skills and develop common language and tools.
- Personalize improvement—Participants learn as a group and integrate the lessons on an individual level.
- Reinforce learning—Group members apply the skills they learn each week to current issues.
- See measurable results—Success is tracked over time, so you can see the return on investment.

Overall results point to higher retention of key leaders, less frustration and stress coupled with higher efficiencies, improved engagement with peers and teams, and renewed spirit in company direction.

