

# Synchronous Leadership Coaching (SLC)

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## Audience

Multiple executives/leaders

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## Objective

High impact development for multiple leaders simultaneously yet individually. Leverage this model to scale people and skills more effectively and efficiently. Amplify impact by engaging 6-20 leaders in one-on-one coaching, and optional group learning, concurrently.

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## Description

A customized approach combines the power of in-depth feedback, 1-1 coaching and optional group learning.

Our well-honed programmatic coaching approach ensures participants' and sponsors' time is spent effectively:

- **Design**—We work with you to design the program, from participant selection to content to progress evaluation.
- **Match**—We select the right coach for each participant based on needs, experience, style, and pace.
- **Assess**—We provide a *360° Feedback Interview* process, along with self-assessment tools, and align with manager/HR to define clear coaching objectives and support for each participant.
- **Coach**—Weekly touchpoints enable progress. Curated content ensures relevancy and impact. Whether in a 1-1 with the executive coach, a peer or in a group – confidential, compelling, and action-oriented conversations include leadership strategies, tools, and practices to apply to current issues while developing long-term skills.
- **Evaluate**—Surveys and check-ins keep a pulse on personal and program progress.
- **Overall Program Management and Support**—Mariposa's COO or CEO works with the internal program owner/sponsor from start to finish to ensure overall program success.

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## Leading-edge Resources/Content

- Content customized to each participant and group's needs
- *Reference Guide*—a 40-page booklet with numerous leadership resources and tools
- *Leadership Chronicle of a Corporate Sage*—book by Mariposa's CEO, Sue Bethanis
- *WiseTalk*—one-hour monthly teleconference with leadership experts
- Relevant reading, videos, podcasts curated for each participant and group by coach and supported by our researcher

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## Outcomes

- Improved leadership skills such as coaching, delegating, giving feedback, influencing, strategic thinking, inspiring/driving innovation, creating/maintaining positive culture.
- Improved team alignment, collaboration and shared accountability.
- Address long-range strategic issues related to business impact, organizational change, culture and scaling.
- Improved personal productivity, engagement and sense of purpose.
- Immediate results via applying new skills and mindsets to current issues.
- The programmatic approach with multiple concurrent leaders being coached amplifies impact across the business in a highly efficient and visible way.



# Synchronous Leadership Coaching (SLC) Schedule



- Select and enroll participants
- Determine coach match-ups
- Prepare communications



- Chemistry and goal session
- Launch 360° Interviews



- Bi-weekly in-person sessions (8 total)
- Weekly check-ins via phone/email



- Program lead will capture input from coaches



- Survey to participants
- Program de-brief
- Celebratory event (optional)

