


Synchronous Leadership Coaching (SLC)



Audience

Multiple executives/leaders

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.

"I have taken a lot of professional growth and management classes, but in a classroom environment it's tough to find solutions and get help to specific problems that are unique to me. The 1:1 coaching helped me grow exponentially as a leader in the past few months, and I wouldn't be where I am professionally so quickly without my coach's help and care. The Mariposa program was amazing, and I am so incredibly grateful for the opportunity to participate!"

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:

1. Design—We work with you to design the program, from participant selection to content to progress evaluation.
2. Match—We select the right coach for each participant based on needs, experience, style, and pace.
3. 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.
4. Coach—Weekly touchpoints enable progress. Whether in a 1-1 with the executive coach, a peer or in a group – confidential, compelling, and action-oriented conversations include relevant leadership strategies, tools, and practices to apply to current issues while developing long-term skills.
5. Evaluate—Surveys and check-ins keep a pulse on personal and program progress.
6. 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.

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.

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
- mariposaleadership.com—with *Executive Guides*, *WiseTalk* archives and a blog with insights on the latest and most relevant leadership issues
- Relevant reading, videos, and podcasts curated for each participant and group by coach and supported by our researcher.



**Customized Options
for a 4-6 month
program**

Choose your 6-20 participants. Examples:

1. C-Suite Team
2. Cross-functional team leaders working together (e.g. leaders of Eng, Product, Marketing, Sales, Operations, Manufacturing, etc. want to hone their own leadership skills and operate better with peers to drive business forward with more innovation, clarity and team engagement)
3. Functional heads (e.g. all Engineering VPs are highly technical but newer to senior leadership and want to up-level their own skills in parallel with peers, leveraging each other's expertise and support)
4. Specialized audience (e.g. targeted support for emerging women leaders via personalized 1-1 coaching and group support)

Choose your tools and timeline/frequency for each (weekly touchpoints of one of the options):

1. Interview-based 360 feedback report (at onset for specific, actionable individual feedback and goal planning)
2. 1-1 executive coaching by expert Mariposa coach (required)
3. Peer coaching (to create a coaching culture and enable longer-term support)
4. Group learning/coaching facilitated by Mariposa coach (to take a deep dive into content relevant to the whole group)

Pick your group content. Our current recommendations:

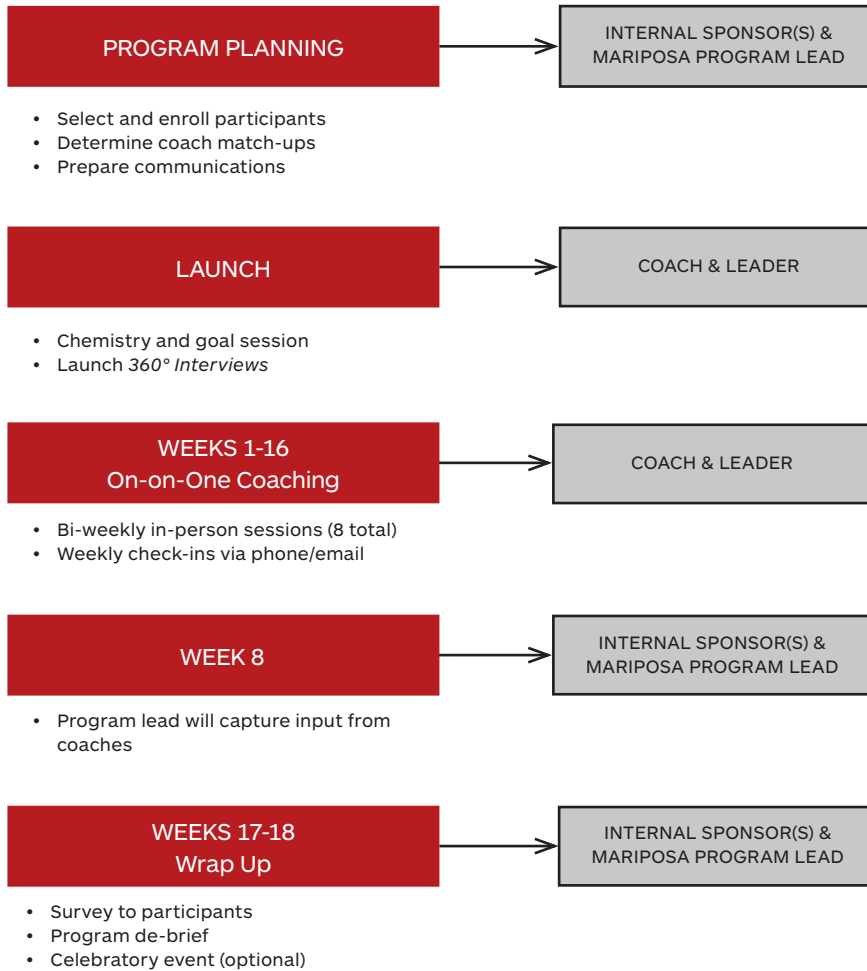
Leadership Skills for High Impact and Scaling

- **Vision and Strategy:** Establishing and/or connecting work to the values, vision and strategy of the company = clarity, an understood direction forward, engagement and long-term company success.
- **Decision Making:** Clarity around who/how/when decisions are made and how decision-making criteria connect to strategy = the right work getting done by the right people without thrash/waste.
- **Leading Change:** Mindfully leading change, especially while introducing new structure and processes = a nimble organization.
- **Leading Leaders:** Knowing how to guide and develop leaders via coaching = unleashed potential across the organization and the ability to scale.
- **Relationships and Influence:** Strong influence, presence and collaboration = cross-functional efficiency, the best ideas get to the table and to fruition, and a positive company culture retains and attracts talent.
- **Design Thinking:** Leverage the DT process = breakthrough problem solving and innovation.

Foundational Skills

- **Coaching:** Use the *In-The-Moment Coaching™ Model* to create a coaching culture = fully engaged team members with an empowered, problem-solving mindset who are connected to the company's strategy. (And less of doing everything yourself.)
- **Providing Feedback:** Linked with coaching, this enables continuous improvement and growth at all levels business success.
- **Setting Goals and Expectations:** Engaged team members who are working on the right things, solving the right problems (e.g. customer metrics, productivity, innovation) = supporting the achievement of bottom line business results.
- **Individual Time and Energy Management:** Efficient and effective use of individual time via establishing clear priorities and managing self-care = maximum productivity and the minimizing of burnout and stress prevention.
- **Delegation, Request Making:** Clearly defining accountability and following up = work getting done when needed by the right people.
- **Team Building and Culture:** Putting attention on team dynamics, proactively creating desired energy = a positive, productive culture that people want to work in. This leads to higher retention and a positive company brand that attracts talent.

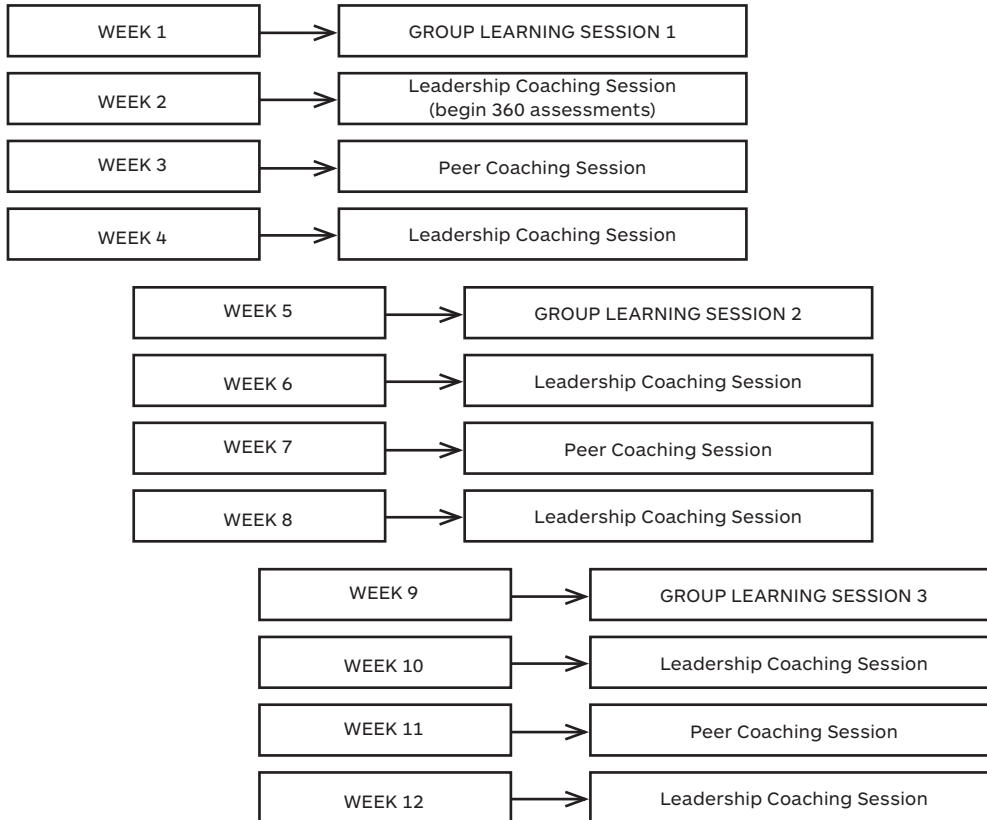
Synchronous Leadership Coaching (SLC) Sample Schedule



Synchronous Leadership Coaching (SLC) + Group Learning Sample Schedule

TEAM ASSESSMENT / COACH-LEADER MATCHES

KICK-OFF MEETING



MID-ENGAGEMENT PROGRESS REPORT TO BOSS

REPEAT FOR WEEKS 13-24

FINAL PROGRESS REPORT TO BOSS

FINAL SUMMARY PROGRAM REPORT TO SPONSOR, HR, L&D