

Cohort Coaching



Audience

Cohorts of leaders – Director, Sr. Director, VP (8-15 participants)

Objective

Accelerate learning in a scalable, economical way. Develop leaders across the company with curated content and the power of professional, peer and group coaching conversations.

“As someone who has always picked the most technical possible career path, and purposefully avoided management roles, I’ve assumed that leadership charisma and skills are somehow innate and not really something you could study. The Mariposa coaching program opened my eyes to the possibility of deliberate practice of leadership soft skills.”—CTO, AI startup

Description

Cohort Coaching is a scalable, economical way to develop leaders across the company with curated content and the power of professional, peer and group coaching conversations. Grounded in a coaching approach and ignited by customized content, the learning is relevant, action-oriented, immediately applied and sustained long-term.

Experience the results of our well-honed and customizable approach:

- 1. Match**—We take great care to match your program with the right executive coach to guide and teach group learning and make individual matches for leadership coaching. The coach will be well suited to your objectives, your business, and the team's dynamics in order to garner trust and credibility quickly.
- 2. Assess/Design**— We work closely with you to design a game-changing learning plan to meet your organization's unique goals. Group learning sessions, individual leadership coaching, and peer coaching sessions are usually alternated over 12-16 weeks. The cadence, length, and content of the sessions will be designed for you and with you. We tap into your insights about the group's needs and can also apply our unique and well-honed interview-based feedback approach to capture further actionable design insights.
- 3. Meet/Coach**—Leaders will look forward to the highly impactful individual and group learning sessions. Coaching conversations will be the foundation of the work — with their Mariposa coach, a peer coach, and group coaching conversations putting customized leadership content into immediate practice.
- 4. Evaluate**—Objectives and progress will stay top of mind and your coach will regularly check-in with you and the team. Feedback and progress will be captured and reported.

Outcomes

- **Accountability**—Weekly (or bi-weekly) sessions reinforce learning and behavior change, and group members help hold one another accountable.
- **Problem-solving approach**—Leaders put newly learned skills into immediate action on real-time issues.
- **Consistency**—Leaders learn sales skills and develop a common language and tools to share throughout the organization.
- **Stickiness**—After the program ends, leaders continue to use peer coaching to sustain results.

Testimonials

"The beauty of this program is the 1-1 coaching sessions as well as the larger group discussions. Sometimes when you are faced with a very difficult situation, you just need someone (ideally unbiased) to ask the right set of questions and help take the blinders off. Additionally, this program provides an opportunity to also learn from others' experience in dealing with such situations and share best practices." —**Director of Engineering**

"This program allowed me to get to know and learn from different people in our company that I would not have otherwise connected with. The combination of pre-reading very relevant articles, discussing case studies in the larger group, and the smaller peer-coaching sessions provided very relevant and varying audiences to practice and improve our skills."—**Senior Director**

Cohort Coaching Sample Schedule #1

Large Group Learning, Small Group Coaching and Peer Coaching (+ option of 1-1 Leadership Coaching)

Week 1 INDIVIDUAL SKILLS	Large Group Session 1 (90 min Zoom) Possible Topics: Strengths, Stress + Resilience Management, Executive Presence
Week 2	1-1 Peer Coaching Sessions (45 min) OR 1-1 Leadership Coaching (55 min) with Mariposa coach
Week 3	Small Group Coaching (4 leaders each session for 45 min)
Week 4	1-1 Peer Coaching Session (45 min)
Week 5 PEER SKILLS	Large Group Session 2 (90 min Zoom) Possible Topics: Influence, Collaboration, and Decision-Making
Week 6	1-1 Peer Coaching Sessions (45 min) OR 1-1 Leadership Coaching (55 min) with Mariposa coach
Week 7	Small Group Coaching (4 leaders each session for 45 min)
Week 8	1-1 Peer Coaching Session (45 min)
Week 9 TEAM SKILLS	Large Group Session 3 (90 min Zoom) Possible Topics: Scale Culture, Develop Talent, Coaching + Feedback
Week 10	1-1 Peer Coaching Sessions (45 min) OR 1-1 Leadership Coaching (55 min) with Mariposa coach
Week 11	Small Group Coaching (4 leaders each session for 45 min)
Week 12	1-1 Peer Coaching Session (45 min)
Week 13 SYSTEM SKILLS	Large Group Session 4 (90 min Zoom) Possible Topics: Design Thinking, Strategic Influence, Innovation/Risk
Week 14	1-1 Peer Coaching Sessions (45 min) OR 1-1 Leadership Coaching (55 min) with Mariposa coach
Week 15	Small Group Coaching (4 leaders each session for 45 min)
Week 16	1-1 Peer Coaching Session (45 min)
Week 17	Evaluation/Success Testimonials (via email)
Week 18	Graduation/Reunion

“Being a leader is more challenging than ever. This program not only gives you the ability to “set time aside” to reset and learn ways to lead, but also to interact cross functionally and realize that your challenges are not unique. It will make you a better leader.”—Senior Director

““The best part of this program was learning more about coaching. Both from a coaching framework perspective, but most importantly, practicing it in real time. It was helpful to see it modeled and to see peers do it as well.”—Senior Director