

Executive Team Coaching



Audience

Executive teams

Objective

Bring intact teams together with an expert coach to tap into individual and collective strengths, to surface what's working (and what's not) in order to create a stronger, more effective team and organization.

"The program facilitators are top notch experts on executive coaching. The series of individual, peer, and group coaching sessions have helped bring out my best, benefiting the company, as well as myself personally. Every meeting with my coach was very insightful for me. My coach brought a very perceptive mind to meetings and read and 'heard' me between the lines, picking up on subtle forces at play. I've personally learned and grown a lot in my time with my coach and I will carry my lessons long into the future. My time was very well spent and I would definitely seek out the coaches in this program once again if I need executive coaching."—VP of Science

Description

We believe in the power of coaching conversations to unlock transformational change; thus, coaching is at the heart of our work with teams. Bring your team together with an expert coach to tap into individual and collective strengths, to surface what's working (and what's not) in order to create a stronger, more effective team and organization.

We'll customize a program for your leadership team, usually including group coaching, peer coaching, and individual executive leadership coaching sessions. We'll draw on our vast library of leadership content to curate the best resources for the needs of the team. Experience the results of our well-honed and customizable team coaching approach:

1. **Match**—We take great care to match you with the right executive coach as a facilitator. They 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**—Your team members engage and take ownership from the start in feedback interviews as your coach scopes out the team dynamics and objectives for executive team coaching. Our unique and well-honed interview-based feedback approach captures deep and actionable insights. We then work closely with you to design a game-changing team coaching plan to meet your unique goals.
3. **Meet**—Your team will look forward to the highly impactful team coaching sessions. The cadence, length, and content of the sessions will be designed for you and with you. Coaching conversations will be the foundation of the work, put into immediate practice as team members coach each other in group and peer sessions.
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

- Connect your team members to each other by better understanding strengths, values, and common objectives.
- Work together on how you collaborate, solve problems, make decisions, innovate, and inspire as a team.
- Learn and apply new skills and competencies with each other, leveraging peer coaching conversations for sustainable change and support.
- Ensure your executive team is operating as a single cohesive unit.
- Build internal capacity—After the program ends, participants continue to use peer coaching to sustain results.
- See measurable results—We track successes over time, so your organization can see the return on its investment.



Executive Team Coaching Sample Schedule

Team Sessions, 1-1 Leadership Coaching, and 1-1 Peer Coaching

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

“Having these conversations professionally designed and facilitated was the best thing for us right now. It helped us leapfrog forward faster and better than we would have done on our own.”—SVP of Product