

Women's Leadership Coaching



Audience

Women, managers to VPs

Objective

Develop and retain high-potential women with a women's leadership coaching program that provides a scalable, transformational experience.

"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." —Executive Producer

Description

When you are serious about investing in the development and retention of high-potential women, our women's leadership coaching program provides a scalable, transformational experience. We believe in the power of coaching conversations to unlock transformational change. Thus, coaching is at the heart of all our women's leadership development work — whether individually or in group learning.

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

1. **Match**—We take great care to match you with the right executive coach. She will understand your objectives, your business, and be suited to your personality. Plus, your coach has full access to the deep expertise, insights and perspectives of our entire executive coaching team.
2. **Assess/Design**—We work closely with you to design a game-changing women's leadership program. Our unique and well-honed interview-based 360 feedback approach captures deep and actionable insights directly from colleagues. This feedback combined with an array of self-reflection and future-thinking tools illuminate coaching objectives. Objectives are captured and tracked in a confidential Learning Roadmap, which also includes curated resources tailored to your goals and learning style. You can leverage the power of the women supporting women with group learning and on-going peer coaching as well!
3. **Meet/Coach**—Group participants will look forward to the highly impactful group learning 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, putting customized leadership content 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

- Overcome the unique challenges that you may face as a female leader.
- Sharpen existing leadership skills and develop new ones. Focus on traits like decisiveness, creativity, clarity, and inspiring hope and possibility. And skills like strategic and innovative thinking, influence, coaching, and time/energy management.
- Develop new ways to pivot, plan, and perform in times of uncertainty and disruption.
- Address long-range strategic issues related to your organization, team, and your career.

Women's Leadership Coaching Sample Schedule

Group Coaching Sessions, Interview-based 360 Feedback, 1-1 Leadership Coaching, and 1-1 Peer Coaching

Month 1	
Week 1	Group Coaching Session 1 (90 min Zoom) with topics relevant to the group, e.g. Stress and Resilience Management, Executive Presence, Influence, Decision-Making, Coaching Skills.
Weeks 1-3	360 Feedback Interviews
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 – 360 Feedback Debrief
Month 2	
Week 5	Group Coaching Session 2 (90 min Zoom) with topics relevant to the group, e.g. Stress and Resilience Management, Executive Presence, Influence, Decision-Making, Coaching Skills.
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
Months 3-4	
Repeat month 2 above	
Week 17	
Wrap-up with Senior Leadership to share and celebrate results	

"The Mariposa leadership training program was truly amazing. My coaching sessions were personalized and tailored for specific professional and personal areas I chose to strengthen. I feel that I have graduated to become a stronger leader and a better person over all. Thank you, Mariposa."

"I really loved this program! It's amazing to have my company invest in and support my professional development in such a meaningful way. The coaching really helped me build practical skills for being a better team member and leader and the confidence to showcase my new leadership skills!"