

Executive Leadership Coaching



Audience

C-level executives, vice presidents, and directors

Objective

Accelerate your leadership skills and shift your executive presence; uplevel your ability to see around corners; make hard decisions given the ever-changing systems you face.

“Mariposa provides first-class coaching. Thanks to the coaching approach, I can say that I’m more effective as a leader, have developed multiple leadership approaches in getting things done, and have grown significantly. I’m very grateful for the wisdom, insight, and for being pushed out of my comfort zone.”—Chief Information Officer

Description

Strategize. Energize. Influence. Accelerate your growth in these areas and up-level your impact. Experience caring support and candid accountability to unlock your potential and drive sustainable change. Whether you want to become a more influential executive amongst your peers, effectively navigate uncertainty, and/or positively energize your organization, we can help. Here's how:

1. **Match** — We take great care to match you with the right coach who 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. **Design** — Take a deep dive into how you are leading and perceived today and how you want to be in the future. Our unique and well-honed interview-based 360 feedback approach captures actionable insights directly from your colleagues. This feedback combined with an array of self-reflection and future-thinking tools help illuminate your coaching objectives. Track your objectives, progress and curated resources in your confidential *Learning Roadmap*.
3. **Coach** — Engage in six months of bi-monthly confidential and compelling conversations. As your challenger and supporter, your coach offers leadership strategies, mindsets, tools, and practices for you to apply NOW. You will feel the immediate efficacy of the coaching and know that you're building new behaviors for lasting change. And you'll enjoy the pure magic of having someone in your corner, focused completely on you.
4. **Align** — Harness the support and advocacy of your sponsors by aligning on objectives and sharing progress. Your coach will guide this process to help ensure you receive support and recognition to fuel continued success. This includes progress updates throughout your engagement and a final summary of achievements to share with relevant stakeholders.

Outcomes

- **Strategize:** Develop new ways to strategize and drive change in these times of uncertainty and disruption. Design creatively and pivot when necessary.
- **Influence:** Sharpen your existing leadership skills and develop new ones, especially in your ability to influence (i.e., decisiveness, clarity, empathy) to make a difference in your organization.
- **Energize:** Up your game with warmth and wit to inspire your team. Consistently coach your team to enhance their performance and development.
- **Results: The ripple effect of all of the above leads to increased productivity, a more engaged culture, and less overall stress.**

Leading-edge Resources

- A curated Google folder full of resources, including the *Mariposa Resource Guide*—a 120-page online booklet with leadership frameworks and tools—along with other apropos articles on leadership, strategy, and executive presence
- *Leadership Chronicle of a Corporate Sage*—book by Mariposa's CEO, Sue Bethanis
- *WiseTalk*—one hour monthly podcast with leadership experts
- *Mariposa Newsletter*—monthly leadership resources
- Dedicated researcher for customized needs, including a vast amount of resources on pivoting during times of uncertainty



Sample Coaching Plan/Schedule

12 bi-weekly coaching sessions over 6 months

SESSION	TOPIC / ACTIONS	Possible RESOURCES
Sessions 1-2	Objectives – Define and Clarify Interview-Based 360 Feedback >> <i>Align on Goals with Manager (and HR)</i>	<ul style="list-style-type: none"> • <i>Mariposa Coaching Questionnaire</i> • <i>Mariposa Learning Roadmap</i> • <i>StrengthsFinder</i> and/ or <i>Enneagram Assessment</i> • <i>Values Exercise (Resource Guide)</i>
Sessions 3-5	Strategic Influence / Executive Presence	<ul style="list-style-type: none"> • <i>Executive Guide to Strategy</i> (Mariposa) • <i>Harnessing the Science of Persuasion</i> (Cialdini) • <i>Leader as Designer</i> (Mariposa) • <i>Executive Presence</i> (Hewitt) • <i>How to Become a Fearless Speaker</i> (HBR article series) • <i>Survival of the Savvy</i> (Seldman and Brandon)
Sessions 6-8	Scale Culture / Coach for Impact >> <i>Align on Goals with Manager (and HR)</i>	<ul style="list-style-type: none"> • <i>Lead Leaders</i> (Resource Guide) • <i>Create Connection</i> (Resource Guide) • <i>Managing Yourself: Bringing Out the Best in Your People</i> (Wiseman) • <i>Executive Guide to ITM Coaching</i> (Mariposa) • <i>Radical Candor</i> (Scott) • <i>The Progress Principle</i> (Amabile)
Sessions 9-11	Manage Your Energy	<ul style="list-style-type: none"> • <i>Manage Your Energy Not Your Time</i> (Schwartz) • <i>Indistractable</i> (Eyal) • <i>Mindfulness (Resource Guide)</i>
Session 12	Wrap Up – Reflect and Next Steps for Support >> <i>Align on Goals with Manager (and HR)</i>	<ul style="list-style-type: none"> • <i>Progress Report</i>

LEARNING MATRIX FOR EXECUTIVES:

- The LEARNING MATRIX will be your content guide; together you and your coach will determine the order we will tackle these skills based on your needs.

GROWTH AREAS	ROLES	SKILLS
Strategic Influence	Steward	Explore Translate Message
Scale Culture	Conductor	Principles Processes People Engagement
Develop Talent	Coach	Rapport Assess Re-frame
Executive Presence	Energizer	Gravitas + Grace Humor Superpower
RELATIONSHIPS ARE FOUNDATIONAL		