

What if your people were even **10%** more effective?

You've got great people on your staff – smart, passionate, and capable people who have delivered results so far.

But you may wonder: Could we do even better?

What if we **collaborated** better, or **communicated** better as a team every day?

What if each of us could access better **judgment, maturity, or wisdom**, in addition to excellent **technical skills**?

What if we tapped each person's **potential** capacity to lead our organization into the **dynamic future** we see ahead of us?



What if more of us could both **envision** a **strategy** and execute it?

**Improve for today and prepare for tomorrow
with leadership development by West Coaching Network.**

- Workshops, Seminars, and Instructional Design
- One-on-One and Team Coaching
- Meeting Facilitation and Planning
- Negotiation and Conflict Resolution
- Administration and Interpretation of Assessment Tools
- Organizational Strategic Planning



chart your course.

You decide how simple or comprehensive your program should be. West Coaching Network is here to assist.

Your organization's leadership development approach might include activities drawn from the following menu:

- Organizational Needs Assessment:** What are your organization's signature strengths and greatest challenges?
- Program Goal-Setting:** What organizational outcomes should the program seek to create?
- Participant Selection:** Which of your staff should participate in the program: established leaders, rising talent, the whole team?
- Assessment:** Which feedback tools would give the best insight for your mission needs?
- Seminars:** What role should classroom-style sessions play for individual and group learning, experimentation, reflection, and planning?
- Individual Coaching:** How often should participants meet with a leadership development coach trained to help them create new options and experiment with new behaviors?
- Team Coaching:** How could team members receive shared, real-time support that improves their shared effectiveness, performance, and results?
- Peer Support:** How could participants practice supporting themselves and others in reflective thinking and continuous learning?
- Networking & Mentoring:** How could your organization's mission and your staff at all levels benefit from wider and deeper professional networks?
- Group Projects:** How could collaboration across functional lines or levels strengthen your staff's cohesion, agility, and innovation?
- Program Evaluation:** How should the program measure progress toward specific goals, whether individual behaviors, organizational accomplishments, or sector-wide change?

Example #1:

Kickoff Event + Individual Coaching

One small business brought all staff together for an initial, one-day kickoff retreat that incorporated a personality type tool. All staff received individual coaching over the subsequent eight months, with another offsite planned toward the end of the coaching period for onward action-planning.

Example #2:

Selective Cohort Program

One organization selected rising talent for leadership assessments, then held three 3-day seminars over nine months on leadership topics. Participants met as project teams between seminars and received coaching while collaborating to make presentations to internal mentors, who provided feedback.

West Coaching Network's experienced contributors offer extensive, diverse experience cultivating stronger leadership in business, government, and nonprofits through coaching, training, facilitation, instructional design, and organizational consulting. Let us tailor a leadership development experience to fit the needs of your organization's staff.

For a free consultation, call **202-525-5482** or write to
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