

Leadership Tune-Up™

This is our most effective coaching program. It is geared at changing a leader's style, not simply modifying isolated or random behaviors.

Flexible, Effective, Affordable, and Non-Invasive to Schedules



Description. The *Leadership Tune-Up™* Executive Coaching process is a series of scheduled sessions designed to help leaders improve their performance by evolving their **style**. The goal of this tune-up is to quickly help leaders become effective at inspiring, motivating, and enabling their direct reports to do their jobs. It also strengthens their ability to think and act strategically, as well as solve strategic problems. The *Leadership Tune-Up™* process is typically contracted for 1 year as 12 half to full day sessions, one a month.

The executive coach spends a pre-determined amount of time with the selected leader observing their behaviors, interactions, and execution. As a result of examining goals, intent, and skill sets, and by providing timely feedback and developmental activities, the leader is coached into a more effectual style of interacting with others and approaching problems, as well as effectively addressing tactical or strategic situations.

While the *Leadership Tune-Up™* process is typically contracted for one year as 12 half to full day sessions, one a month, other variations are available, all of which include telephone consultation between sessions.

The process begins with interviews, assessments, and observations in the first few sessions. The intervention is then designed, a plan of action is prepared, and implementation is scheduled and executed. The remaining sessions are devoted to follow up, corrective feedback, reinforcement, plan execution monitoring and realignment, and skill building rehearsals.

Whenever leaders

- are not delivering expected results
- seem ineffective in general
- don't think strategically
- don't develop their direct reports
- tend to micromanage
- inspire fear in others
- are unnecessarily aggressive with others
- lack creativity
- avoid taking even small risks
- can't seem to fix problems
- have poor *people skills*
- don't think innovatively
- don't listen to others
- don't empower their people
- work in chimneys or silos
- tend to rush to judgment
- seem to be stuck or in a rut

the problem is likely a “style” issue. The *Leadership Tune-Up™* coaching intervention will help them evolve into a more effective “style” of leadership that measurably improves the performance of their direct reports.