



THE EMERGING LEADER GROUP COACHING PROGRAM

MORE THAN EVER, THE WORLD NEEDS EFFECTIVE LEADERS

**ARE YOU READY TO EMERGE AS THE LEADER
YOU WERE MEANT TO BE?**

THE EMERGING LEADER GROUP COACHING PROGRAM

A leader's effectiveness is contingent on so many factors—their unique knowledge and experience, the people who support them, the environment in which they work. But perhaps the most important thing influencing any leader's effectiveness is their understanding of *self*, and how the internal impacts the external.

We know that emergence is not time-bound, age-bound, or position-bound. It happens when we're ready to embrace our opportunities for growth and step out as the leaders we were meant to be.

The Emerging Leader Group Coaching Program is a 9-month experience designed to help those on their leadership journey uncover the internal factors—their emotional intelligence, their strengths, their reactive patterns, habits, or tendencies. Most importantly, this program is designed to provide participants with a deeper understanding of how their perceived identity as a leader influences how they relate to the complexities of the world we live and work in today.

BENEFITS OF THIS PROGRAM INCLUDE:

- ✓ Gaining a greater awareness of the leader you most want to be, allowing you to become less emotionally reactive and more effective in decision making and achieving results.
- ✓ Learning how to embrace and navigate your organization's greatest challenges, engaging in ways conducive to creating the outcomes that matter most.
- ✓ A developmental experience in the "we" space, allowing for shared learning, psychological safety, new perspectives, and valuable insights that will fuel your individual growth as a leader. Learning alongside other professionals increases both the odds and the joy of personal transformation.
- ✓ Developing the ability to foster deeper relationships, greater collaboration, and stronger teamwork, inspiring others to bring their best to work.
- ✓ Experiencing a greater sense of clarity and confidence about who you are and what you offer so that you may contribute more authentically to your team and the organization.

PERSONAL TRANSFORMATION

As part of this experience, participants will construct their unique leadership development plan. This plan is intended to help them create meaningful changes in behavior and guide their continued growth as a leader long after the program ends.

A 9-MONTH DELIBERATELY DEVELOPMENTAL EXPERIENCE

PROGRAM STRUCTURE & SAMPLE CALENDAR

This sample calendar offers a more detailed view of the activities scheduled at each stage of the Emerging Leader Group Coaching Program.

THE EMERGING LEADER GROUP COACHING PROGRAM GUIDES PARTICIPANTS THROUGH THREE STAGES OF GROWTH:

STAGE 1 INTENTIONALLY CONNECTING TO SELF

Self-Awareness and Self-Management, Foundations of Effective Leadership

- ✓ Understand why EQ is more important than IQ for effective leadership in changing and complex environments
- ✓ Explore your personal EQ, uncovering your strengths, opportunities, and the specific areas where growth and development will be most impactful to your overall effectiveness
- ✓ Develop the skills for being reflective and listening to your inner voice

MONTH 1

WEEKS 1-2:

1-Hour Individual Coaching Session

Getting to Know You & What's Most Important Right Now

WEEK 3:

1.5-Hour Group Coaching Session

Why it's Important and Necessary as a Leader to Effectively Utilize Emotions at Work

MONTH 2

WEEKS 1-2:

1-Hour Individual Coaching Session

Exploring Your EIP3 Assessment Results

WEEK 3:

1.5-Hour Group Coaching Session

Exploring My Personal EQ With the Group: Strengths, Opportunities & Experiments

MONTH 3

WEEKS 1-2:

1-Hour Individual Coaching Session

Building Your Leadership Development Plan

WEEK 3:

1.5-Hour Group Coaching Session

Integrating My Learning to Sustain the Momentum



STAGE 2

INTENTIONALLY CONNECTING TO OTHERS

Accelerating My Development, Building My Effectiveness

- ✓ Learn the five most common polarities in leadership, the pole you lean toward, and the perspective you may be missing out on
- ✓ Deepen your learning by discovering and sharing your Leadership Circle Profile, surfacing your unique “operating system” and opportunities that will help accelerate your development
- ✓ Understand how working with the creative tension in these polarities can be helpful to your overall effectiveness

MONTH 4

WEEK 1:

1.5-Hour Group Coaching Session

Setting the Foundation:
Understanding the LCP & Exploring
the Two Structures of Mind

WEEK 4:

1.5-Hour Group Coaching Session

Exploring the Various Polarities
Most Likely at Play

MONTH 5

WEEKS 1-3:

1.5-Hour Individual Coaching Session

Exploring Your LCP

WEEK 4:

1.5-Hour Group Coaching Session

Deepening My Learning by
Sharing My LCP Discoveries

MONTH 6

WEEKS 1-2:

1-Hour Individual Coaching Session

Updating My Development Plan

WEEK 3:

1.5-Hour Group Coaching Session

Integrating My Learning to
Sustain the Momentum



STAGE **3** INTENTIONALLY CONNECTING TO THE WORLD

Delivering Results, Fostering Creativity and Innovation to Sustain My Progress

- ✓ Discover how today's environment is different than the past and what this new reality requires of leaders
- ✓ Understand how to assess the landscape of problem-solving in order to create new and different outcomes in this environment
- ✓ Share your leadership development plan to gain the support you'll most need to sustain your growth

MONTH 7

WEEK 1:

1.5-Hour Group Coaching Session

Leading in a VUCA Environment: What That Means and Why it Matters to My Effectiveness

WEEKS 3-4:

1-Hour Alignment Meeting

Sharing My Development Plan to Gain Support

MONTH 8

WEEK 3:

1.5-Hour Group Coaching Session

Using the Cynefin Framework as a Means to Creating Outcomes that Matter

MONTH 9

WEEK 3:

1-Hour Individual Coaching Session

Celebrating My Individual Journey & Prepping for the Final Group Sharing

WEEK 4:

1.5-Hour Group Coaching Session

Celebrating Our Collective Journey: Innovation & Creativity

AN INVESTMENT IN GROWTH & SUCCESS

- ✓ **Ten (10) 90-minute group sessions, for 18 hours of group coaching**
- ✓ **Seven (7) 60- to 90-minute individual sessions, for 8 hours of individual coaching**
- ✓ **The Emotional Intelligence Profile (EIP3) self-assessment**
- ✓ **The Leadership Circle Profile (LCP) self-assessment or 360 assessment**

Participants also have the opportunity to engage with their peers in the program outside of scheduled sessions, encouraging further connection and exploration.

**COST TO FOR-PROFIT ORGANIZATIONS:
\$5,000 per participant**

**COST TO NON-PROFIT ORGANIZATIONS:
\$3,000 per participant**

*** for individuals looking to participate in the program outside of an organizationally funded development opportunity, please contact us to learn more about our scholarship program.*

**LEARN MORE ABOUT HOW TO JOIN OUR NEXT GROUP AT
TRANSITIONSCOACHINGLLC.COM**

FREQUENTLY ASKED QUESTIONS

COMMON QUESTIONS ABOUT THE PROGRAM INCLUDE:

WHO IS AN EMERGING LEADER?

Too often, *emerging* leaders are thought of only as *new* leaders, fresh to their leadership roles and learning to manage, support, and motivate people for the first time. While that is certainly true, our hope is to expand the thinking around this definition. In our view, emergence is not time-bound, age-bound, or position-bound. We believe that ANY leader may be an emerging leader!

Emergence happens when we're ready to embrace our opportunities for growth and step out as the leaders we want and need to be. The Emerging Leader Group Coaching Program helps leaders *at any point on their leadership journey* gain a deeper understanding of how the internal impacts the external and better navigate the complexities of the world we live and work in today.

WHY IS 9 MONTHS THE RIGHT PROGRAM DURATION, AND WHAT CAN I EXPECT FROM EACH STAGE OF THE PROGRAM?

Time and time again, research has demonstrated that leadership development programs fail when they're treated as "training" or short-term investments in adopting new skills or adapting to change. In our experience, impactful and sustainable development takes time and requires a long-term commitment to exploring, understanding, and practicing new behaviors.

Over the course of 9 months, participants in the Emerging Leader Program will be guided through three stages of growth: Intentionally Connecting to Self, Others, and the World. Our sample calendar offers a more detailed view of the activities scheduled at each stage of the program.

WHAT CAN I EXPECT FROM THE GROUP SESSIONS?

Our growth and development doesn't happen in isolation—it's fostered by engaging in mutually supportive relationships with others. Group coaching is a developmental experience in the "we" space, allowing for shared learning, psychological safety, and an experience where change can feel a little easier.

Group sessions are designed to explore concepts, insights, challenges, and successes together – gaining new perspectives and ideas lead to taking action.

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WHAT CAN I EXPECT FROM THE ONE-ON-ONE SESSIONS?

Whether you're a seasoned or new leader, our holistic, human-centered approach to coaching will help you uncover the hidden beliefs or assumptions that are keeping you from fully stepping into the leader you most want to be.

One-on-one sessions are designed to help each participant craft the vision of the leader they most want to be, explore their assessment results (EIP and LCP), and create their individual development plan. Additionally, one-on-one coaching assists individuals in staying focused on their development goals by reinforcing learning, encouraging accountability, brainstorming new ideas or methods, practicing new skills and behaviors in a safe environment, and resolving situational roadblocks that may emerge throughout the program.

WHAT CAN I EXPECT FROM THE ASSESSMENTS?

All participants in the Emerging Leader Program will complete the EIP3 Assessment, which explores your personal emotional intelligence, or EQ. Emotional Intelligence is often the link that turns personality into effective performance, and the EIP3 is a tool that can enhance your development, helping you create change that drives business results.

Participants in the program will also complete either The Leadership Circle Profile Self-Assessment or The Leadership Circle Profile 360 Assessment.

The LCP Self-Assessment measures your competencies and tendencies to surface your unique "operating system," or the beliefs that guide your behaviors. It helps you identify your leadership strengths, the traits that may be limiting you, and your greatest opportunities for growth. You'll gain a deeper understanding of why you show up the way you do, and we'll work with you to translate that understanding into a plan to guide your development as a leader.

The LCP 360 Assessment provides the same insights to surface your operating system and opportunities for development and also seeks input from others. You'll ask those around you (i.e., your direct reports, peers, manager, and others) to share feedback on your leadership traits and behaviors. Their input will help you identify your strengths, traits, and opportunities and we'll work with you to leverage that input as we create a plan to guide your leadership development.