



The Advisory Alliance

TALENT. LEADERSHIP. PERFORMANCE.SM

Executive Coaching For Key Leaders

Business Challenge

Today's leaders and managers must be both strategically adept as well as operationally effective and efficient. This requires them to:

- 1) Translate the company's strategy into specific actionable priorities for their team;
- 2) Use these priorities to determine how best to lead and motivate their employees; and
- 3) Ensure their people consistently execute against their strategic priorities and objectives.

Who Will Benefit

Executive Coaching for Key Leaders is designed for mid- to senior-level leaders in critical roles, as well as for emerging high potential managers, who are responsible for critical areas and operations of the business or organization.

The Focus

Executive Coaching for Key Leaders is a customized coaching process that challenges participants to think and lead more strategically & effectively.

Our approach gives leaders the information, feedback, self-insight, and opportunity to implement this enhanced leadership perspective early in the coaching process.

The program is tailor-made to ensure participants address relevant, real-world issues and challenges specific to your organization.

(continued on reverse)

Key Content

- Multi-month coaching process (6 to 18 months).
- Regular coaching sessions (every 3 weeks, in-person and/or virtual).
- Hogan assessments, including MVPI, HPI, & HDS, as well as a customized, integrated personality summary
- Comprehensive 360° feedback report and custom feedback summaries
- Individual 1-on-1 debriefs for uncovering leadership strengths and vulnerabilities.
- Developmental action plans and targeted leadership behaviors for improved focus and behavior change.
- In-program program stakeholder interviews and post-program "progress 360" to measure and confirm leadership behavior change.
- Coordinated involvement of immediate superior to drive and support leadership improvement.
- *All coaching programs are customized, and additional content may be added to address the unique needs of your organization.*



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Outcomes

By taking part in The Advisory Alliance's **Executive Coaching for Key Leaders**, participants will:

- Develop the required leadership behaviors and mindset for greater success.
- Acquire the knowledge and skills to lead more strategically.
- Set and accomplish leadership objectives with specific, measurable outcomes.
- Possess the tools and processes to further their leadership effectiveness.
- Develop an attitude of self-management that drives sustained performance.

Delivery

The Advisory Alliance's **Executive Coaching for Key Leaders** is delivered as a multi-month process (from 6 to 18 months) to ensure sustained leadership development and impact. The process incorporates both leadership and 360-feedback assessments upfront, as well as a *post-program* Progress 360 to measure and confirm leadership behavior change.

About Us

The Advisory Alliance develops high-potential leaders in talent-driven companies and organizations. We provide custom services for enhanced:

- Leader & Manager Development
- Executive Coaching, and
- Succession Planning.

Our clients are from the public, private, and non-profit sectors, across diverse industries. Services are delivered by our consultants based in New York, Princeton, Greensboro, Savannah, Dallas, Denver, and San Francisco, as well as through our national Advisory Alliance network.