

WHAT THE RESEARCH SAYS: WOMEN LEADERS WANT HELP

Research indicates women want leadership skills training, or a coach, to help them improve their leadership effectiveness. Very few are receiving the support they need. A recent study by the Stanford Business School found that:



Nearly two-thirds of CEOs and/or leaders [women and men] don't receive coaching or leadership development.



Paradoxically, nearly 100 percent said they would like coaching to enhance their development.

COACHING EXCLUSIVELY FOR THE NEEDS OF WOMEN LEADERS

The Center For Leadership Excellence's "Coaching Women To Leadership Excellence" programs, are customized exclusively for women leaders:

- Executives – President, CEO, COO [C – Level Executives]
- VP's and Middle Managers
- Women Leaders With High Potential [HIPO's]
- First Level Supervisors or Emerging Leaders
- Women with leadership behavioral issues that are impeding their success.

TAKE THE DEVELOPING WOMEN LEADERS SURVEY

Evaluate what your organization does well and where it could improve as it pertains to developing women leaders. This survey takes approximately 5 minutes. All participants will receive their results and a comparison to other respondents included in a larger sample. To take the survey visit:

<http://goo.gl/IZGrkZ>

OUR UNIQUE PROGRAM: HOW WE DO IT

At The Center for Leadership Excellence, all of our coaches utilize "best practices" coaching methodology exclusively designed for women leaders.



THE COACH

Critical to the success of the program the coach must be a confidential trusted advisor; knowledgeable about women leadership issues; a sounding board to express ideas, but a person who will not be afraid to challenge assumptions.



IN DEPTH DISCOVERY PROCESS

We meet with the woman leader to review her career history to understand factors and experiences that have contributed to her current successes; to clarify her career goals and objectives and honestly address potential conflicts that may exist related to work life balance challenges and the demands of her role.



DEFINING SUCCESS AND MEASURABLE OUTCOMES

The coach works with the woman leader and the person to whom she reports, to identify quantifiable leadership skill enhancements necessary to improve leadership effectiveness...how we are going to measure "success".



ASSESSMENT AND ANALYSIS

Assessment tools are designed to gather data critical to predicting leadership effectiveness and are aligned with required business competencies; provides base line data of where the woman leader is today against how we will measure her leadership skill improvement and serves as a "roadmap" for the remainder of the coaching engagement.



ACTION PLANNING

In collaboration with the woman leader and the person to whom she reports, the coach helps her create a developmental action plan aligned to business goals. The plan outlines relevant, agreed upon action items she will undertake to help ensure achievement of success and measurable outcomes. This straightforward approach does not require significant amounts of time.



A SCHEDULE OF COACHING MEETINGS

Meetings with the woman leader being coached, take place on a regularly scheduled basis to maintain accountability. Initially these meetings occur more frequently in the early stages of the engagement and approximately every 2 to 4 weeks thereafter.



METRICS - ACCOUNTABILITY - MEASURING SUCCESS:

Each quarter during the coaching engagement, the woman leader being coached and the person to whom she reports, will receive a comprehensive summary report of the success and work completed. At the end of the first year, a comprehensive assessment of leadership behavior and skill improvement is generated from key stakeholders.



The Center for
Leadership Excellence

Human Resource Consultants who provide recruiting, assessment, coaching and development, exclusively for women leaders.



COACHING WOMEN TO LEADERSHIP EXCELLENCE



A DIVISION OF CAREER CONSULTANTS – OI GLOBAL PARTNERS:

32 E WASHINGTON STREET SUITE 900 • INDIANAPOLIS, IN 46204
PHONE: 317-264-4178 • EMAIL: PPROSSER@CCIINDY.COM
WEB: WWW.CCIINDY.COM/CENTER-FOR-LEADERSHIP-DEVELOPMENT



COACHING HIGH POTENTIAL AND EXECUTIVE WOMEN TO LEADERSHIP EXCELLENCE

All Executive Women leadership coaching programs:

- Are designed to ensure the achievement of business goals for their area of responsibility
- Quantify individual leadership skill improvement, year after year

Coaching programs are customized to meet the specific leadership skill improvement needs of the woman executive. For example:

- Moving from a tactical to a more strategic role
- Effectively managing organizational change
- Growing into new role where they have not had much previous experience
- Enhancing ability to more effectively interact with various stakeholders
- Provide a steady stream of future leaders [women and men]
- Getting leaders to stretch – get out of their comfort level
- Prioritizing Work Load - Finding enough time to do the right activities
- Enhancing leadership presence



COACHING FIRST LEVEL AND EMERGING WOMEN LEADERS TO LEADERSHIP EXCELLENCE

All leadership coaching programs for women at this management level must:

- Quantify individual personal leadership skill improvement.
- Ensure the achievement of business goals for their area of responsibility

Coaching programs for first level or emerging leaders are customized to the individual's personal skill improvement needs. For example classroom training and role playing include:

- Introduction To Coaching To Excellence
- Difference Between a Manager and a Leader
- Focusing on the Right Activities – Prioritization – Time Management
- The Supervisor's Role in Recruiting – Building a Pool of Talent
- Culture - Maintaining and Enhancing Performance With Praise
- Coaching Direct Reports Who Currently Meet Expectations
- Coaching Under-Performers or People With Behavioral Issues
- Conducting Performance Reviews - Follow Up Coaching Meetings
- Conducting Discipline Coaching Meetings

The uniqueness of the program is the creation of an individualized post classroom coaching action plan where the coach and the participant establish leadership improvement and success goals for the next 90 days. This personalized coaching is designed not only to re-enforce the classroom training but is also aligned to the achievement of the goals established at the beginning of the program.

COACHING WOMEN LEADERS WITH LEADERSHIP BEHAVIORAL ISSUES THAT ARE IMPEDING THEIR SUCCESS

We refer to this program as “Early Intervention Coaching”. At The Center For Leadership Excellence, we often hear from executives, to whom these women leaders report, that they:

- Know about the leaders' unsatisfactory performance or behavior, but are unwilling to confront her. It is almost like a silent amnesty.
- Recognize that gender bias exists in their organization, do not know how to address these issues or are reluctant to have these unpleasant conversations.
- Hire or promote a woman into a leadership role, but have not been clear about expectations regarding:
 - How they will be evaluated – define success
 - The time and/or travel requirements of the role
 - The willingness of the organization to allow women to work remotely, flex hours, work – life balance.
 - The commitment of the organization to provide leadership skills, training, mentoring or coaching to help ensure leadership success.

RESULTS FROM EARLY INTERVENTION COACHING: A survey of over 40 recent participants generated the following results:

- Over 80% of participants were performing at “acceptable” or “exceeds expectations” performance and/or behavior levels after 90 days
- A few were re-assigned to a role for which they are better suited
- Two received promotions.
- Approximately 10% were transitioned out of the organization.

