

# LEADERSHIP CIRCLE

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The Leadership Circle offers a cohort/cadre of leaders from your organization an opportunity to come together for individual and group learning over a specified period of time. Our work with leaders tells us that change and insight do not happen overnight - time and practice are necessary. Through a combination of professional coaching, real-time feedback and peer mentoring, a leader will explore questions critical for success: who I am as a leader, how do I want to be seen, what is working now, what isn't, and what will take me to the next level.

The Leadership Circle creates a space where self-awareness and deep reflection can take place.

Through one-on-one individual coaching and in small groups with trusted colleagues, leaders are able to dive into areas where development is desired and/or needed.

## **Individual Coaching**

One of our experienced executive coaches will meet with each of the Leadership Circle participants over a specified period of time. These meetings will allow each leader to tap into the coach as a thought partner and work on individual development goals. These sessions are confidential in nature.

## **Group Cohort Coaching**

There is tremendous benefit gained from tapping into the collective expertise and best practices experienced by colleagues who know the culture and the "norms" of how the organization gets things done. These group sessions are facilitated by the coach and create an open, inclusive and safe environment where ideas can be shared and debated. Content for these sessions will be based on the themes that emerge from the individual feedback and areas the Leadership Circle participants believe will be most beneficial to discuss as a larger cohort.

Through ongoing practice and dialogue leaders learn new ways to inspire and motivate their teams, think more strategically, work more effectively with peers and key stakeholders and gain the technical and emotional intelligence skills necessary to be their best.



## HOW YOU WILL LEARN

- A blended 360 Feedback Process (a combination of verbal interviews and an online survey)
- Working on-on-one with a dedicated executive coach
- Real time thinking and facilitated conversation with cohort colleagues on what is needed to be successful and how “things get done” at your organization
- On the job practice combined with ongoing feedback from key stakeholders
- Tapping into the robust library of thought leaders and new thinking in the areas of leadership, communication and strategic thinking

## WHAT YOU WILL LEARN

- A clear understanding of your current leadership brand/style and where best to accelerate your impact



- Insight into blind spots that might be impeding our ability to lead
- A customized action plan to enhance your current effectiveness and address any immediate areas for development

## PROGRAM IMPACT

- Increased understanding of the balance leaders must strike between running the business and leading people
- New skills, ideas, self awareness on what it means to be an effective leader and role model

## SUGGESTED AUDIENCE

The Leadership Circle is designed for a small group of 6-8 leaders who desire one-on-one attention in conjunction with support from peer colleagues facing similar issues.

This can be used with various leader groups in an organization including:

- Affinity groups (women, diversity and inclusion)
- Hi-potentials
- Middle managers transitioning into higher level leadership roles
- Executive leadership development programs



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