

LEADERSHIP NEXT

A STRENGTHS BASED LEADERSHIP DEVELOPMENT
UTILIZING THE "GROW COACHING MODEL"



*DEVELOPED BY
DR. ROB SIMPSON*

SAMPLE COACHING ENGAGEMENT PLAN

LEADERSHIP NEXT: Team Development and Coaching

At GBLC, we work in partnership with your organization to design a personalized development plan and coaching program “LEADERSHIP NEXT” for your team members.

LEADERSHIP NEXT, is a coaching model which combines a personalized strengths approach, with an individually designed coaching plan as a way of developing each new leader in areas of: Leadership; Team Building; and Project Planning.

Each participant receives coaching based on their own unique plan. The plan is Team Member specific and includes coaching strategies, identified through a variety of assessments. A final report of the coaching is provided to the team members designated leader. While we do not report on the details of the actual conversations, we do provide a final high-level overview of the outcomes from each coaching engagement.

The Leadership Next structure includes:

- **Leadership Next: Foundational Assessments:** Participants complete a series of personal assessments, as part of this process, including:
 - o Feedback from a variety of “trusted advisors”.
 - o Strengths Assessment: Identifying foundational strengths. (New assessment or current assessment if they have taken it in the past year.)
 - o Leadership Style Assessment: Identifying their personal leadership style and an examination of the styles impact on teams, project planning, and productivity.
 - o An Accidental Leadership Habits Assessment.
- **Leadership Next: GROW Sessions:** Sessions for each participant are based on the GROW Coaching Model.



- ✓ Goal: What is the goal or outcome for the Coaching Session
- ✓ Reality: What barriers may stop you from moving forward.
- ✓ Options: Ideas and tools to accomplish goals or remove barriers.
- ✓ Will Do: Actions which (if done) will help you achieve your goals.

Coaching Program Launch:

The project kicks off with individual coaching sessions for each participant. Week one is an introduction to the model and tools using in the Leadership Next Coaching Model. Discussions include how leadership training and coaching tools are used in many organizations to develop “all” emerging leaders.

Intro Coaching Sessions 1:

- The GROW Coaching Model
- Identifying Your Trusted Advisors

Coaching Sessions 2:

- Review of Personal Strengths-finder Report
- Feedback from Trusted Advisors (What do they see as your strengths)

Coaching Session 3 - Face to Face (if possible).

- The opportunity to meet participants in person (if possible)..
- If face to face is not possible, the book “Life Changing Leadership Habits” will be sent to each participant. (The AHA (Accidental Habits Assessment) is included with the book)

Coaching Session 4:

- Review of the Results of these two assessments:
 - o The Accidental Habits Assessment (Identified Accidental “Bad” Leadership Habits we often fall into.
 - o The Leadership Compass Self-Assessment: Personal Work Styles

Coaching Session 5:

- *Leadership Styles Effectiveness – Followership Styles Effectiveness*
 - o Identify your Leadership Style and your Followership Style.
 - o Identify the Leadership and Followership Styles of those on your team.
 - o Identify the Leadership Style of the leaders you serve under.
 - o Strengths Discovery Guide: Understanding Your Teams Strengths

Coaching Session 6:

- Trusted Advisors insights and observations on the effectiveness of your Leadership Style.
- Strengths and leadership styles – managing your team.

Coaching Session Re-cap 7:

- LEADERSHIP NEXT: Developing a lifelong Personal Development Plan.

The overall model is intended to provide engaging conversations and interactive learning models. Responses from previous participants included the following:

- The tools I was exposed to provided me a great framework to better interact with my team and to learn how to deal with the various followership styles of those on the team.
- The one-on-one interactions raised my confidence level. I feel like I am better equipped to lead others.
- My eyes were opened to how I am perceived as a leader. I now understand my strengths and how I can lead others better.
- The trusted advisor interactions provided me with a glimpse of how others see me. Also, the tools we explored, showed me how to be a better leader.

Ready to design a training and development program for your team? Have leaders/followers who need coaching to be your next leaders?

Drop me an e-mail or text me to talk more about your team training needs!

Rob

Dr. Rob Simpson
rsimpson@globalblc.org
616.262.5458