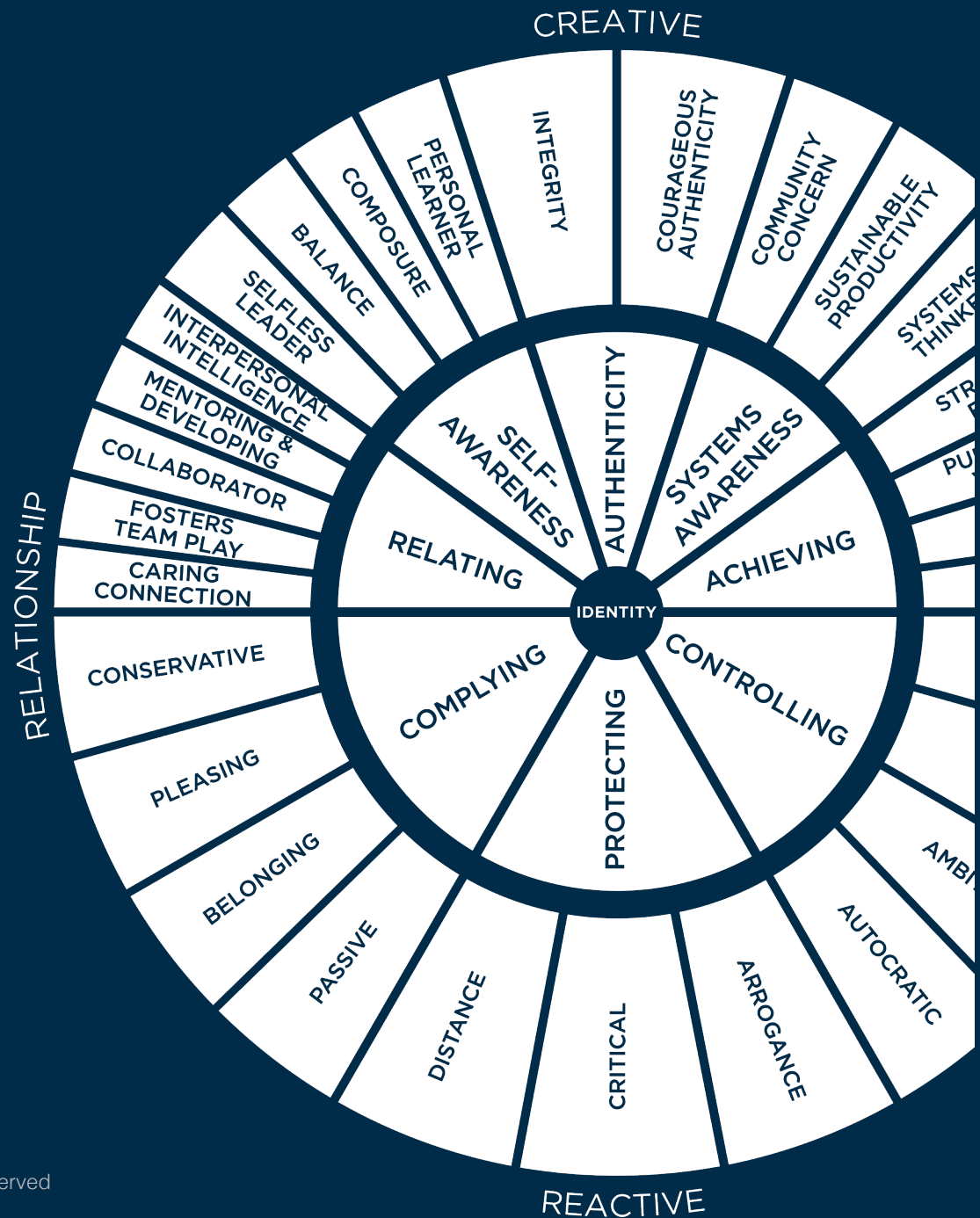


Coaching with the Leadership Development Plan

LEADERSHIP
CIRCLE®



CREATIVE

INTEGRITY

COURAGEOUS
AUTHENTICITY

ICITY

Agenda

- Overview
- Reminder: OBT & Sample coaching flow
- GROW with the Present
- Who do you bring?
- Grow forward

The One Big Thing

IS:

- A statement about one's leadership that would unlock their leadership and take it to a new level.
- Would materially change others' experience of them and positive impact in their leadership.
- Is aspirational, representing a stretch, which is why they are inviting others to help them via ongoing feedback.

As a leader, I... :

- unify people around a common purpose.
- am an effective decision maker.
- will build healthy relationships and engage others.
- will be a composed leader, keeping my positive presence, even under fire.

Start-Doing Behaviors

- I speak up when I have concerns, even if it makes others uncomfortable.
- I openly discuss uncomfortable or risky topics
- I make decisions in a timely manner

Stop-Doing Behaviors

- I blame others when things do not go well.
- I criticize others when things don't go as well as expected
- I avoid conflict, even when it could be healthy

GROW with the Present

G = Goal: what do they want?

- Their OBT; Start and Stop doing behaviors

R = Reality: addressing the tension

- Current present reality: LIFE that is happening around them, to them, with them

O = Options/opportunities: In relationship to their Goal & Reality, what are options?

- What is here to challenge and grow into?
- How are they relating to the circumstances?
- Micro options & Macro moves

W = Will

- Given the options, what's something they commit to doing in service of their LDP goals and the present?

Break out

What's your best practice to hold the LDP in your coaching conversations while balancing the Big LDP Goals and Present Needs?

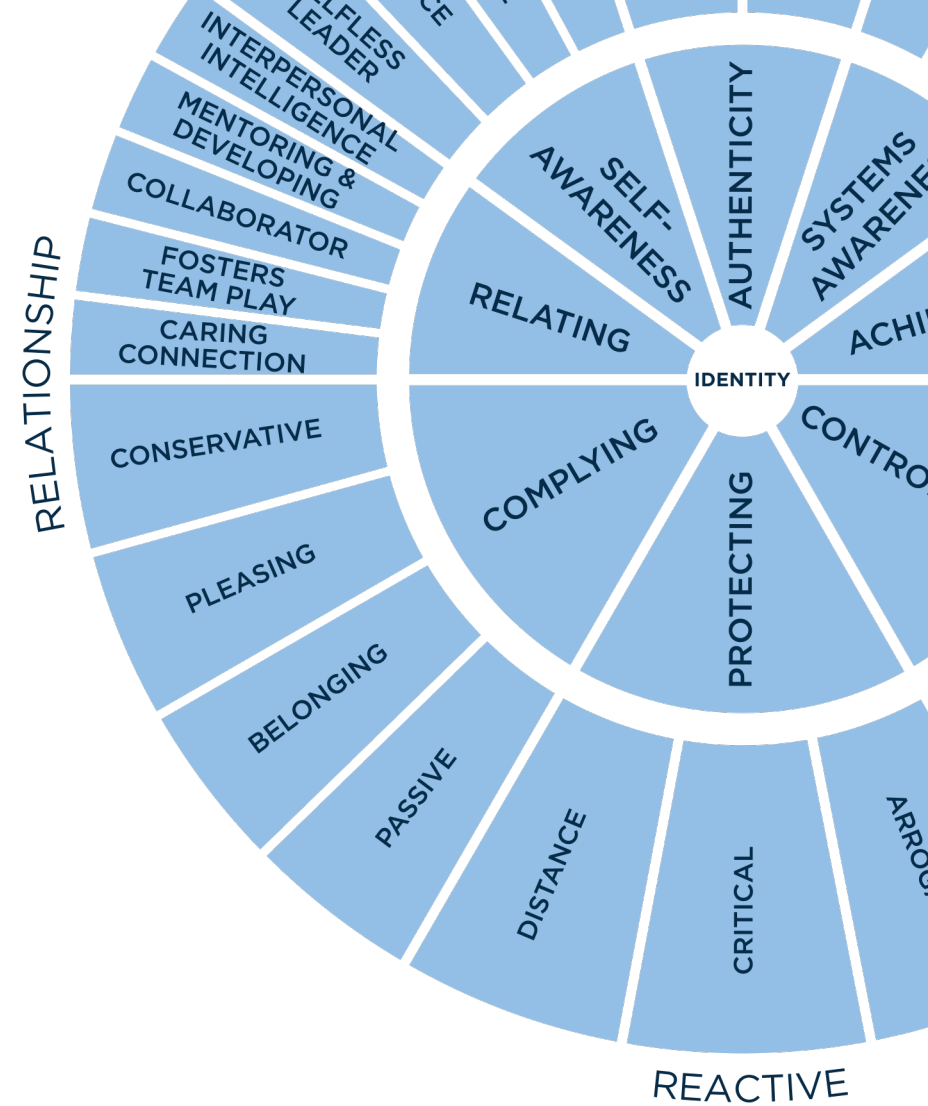
Who do We Bring?

What's my intention?

For the coaching relationship? For the progression?

What are MY reactive tendencies?

- **Controlling:** “Progress on their part = success on my part. I love success!”
- **Protecting:** “I know what they need to do. I’ve coached 100’s of others on this journey. I’ll tell them or frame my questions to get them there.”
- **Complying:** “They are getting off track. That’s okay, it’s what they need so we can change it all up. I can help; I can go with the flow.”



Breakout

- Where does your reactive get triggered when you are coaching to the LDP? (controlling, driven to the 'agenda', conservative, other)
- How do you re-anchor in your creative to center on the client's needs for the short- and long-term?



Grow Forward

- What did you learn in your experiments?
- How is your One Big Thing becoming more real?
- What is the impact of activating your Start Doing Behavior? Your Stop Doing Behavior?
- How is your authentic self being expressed?
- What's possible from here?
- What do you want to integrate into your Leadership Brand or Legacy?
- What's the next application of your learning?

Your Questions

Leadership Development Journey – 6 Months

