Leadership Development Program

A scalable training and coaching program customized specifically for your Executive Leadership Team, High-Potential Employees or Frontline Managers.

Objectives:

The purpose of this program is to build leadership capability through enriched development opportunities, targeted learning experiences and confidential coaching.

- Improve leadership effectiveness and employee engagement
- Develop a common leadership competency language
- Cultivate a positive culture and organization as a whole
- Engage a best-practices approach to professional development and personal insight
- Initiate an open and collaborative approach within management teams
- Enable managers to competently support strategic objectives
- Build bench-strength and a pipeline of "ready-now" leaders
- Actively promote and reinforce your company's mission, vision, and values
- Become a best place to work by improving managerial effectiveness
Program Components

Assessment, Feedback & Development Planning

Focus: Increase awareness, identify competency gaps and strengths, and actively engage with others for intentional success.

- Assessments: Self and/or 360° feedback
- Manager feedback & competency input
- Opportunities for development & accountability
- Professional development resources
- Competency benchmarking
- Development partnerships (peers, mentors, HR, coaches)

Education: Active Learning & Interactive Workshops

Focus: To increase understanding of effective leadership competencies and increase capacity for influence and impact.

Leaders engage in a collaborative learning process through a series of customized workshops. Topic options fall into four categories:

- **Leading Self / Leading Others**: Understanding EQ, Behavioral & Motivational Differences
- **Leading in Business**: Business analysis, strategic planning, finance, negotiating, etc.
- **Leadership Competencies** (your selection)

  Managing and motivating a team, strategic agility, dealing with ambiguity, cross-organizational influence, executive presence, presentation skills, innovative thinking, building a team, personal disclosure, informing, perspective, managing vision and purpose, work/life balance, and many others.

Coaching, Mentoring and Shared-Intelligence Sessions™

Focus: Improve effectiveness and prepare leaders for their "next level" assignments.

- Individual and/or group coaching
- Project focused peer-to-peer facilitated sessions
- Integrated with internal mentoring program

Senior Leadership Enrollment

Focus: Top-down integration to maximize ROI & ensure adoption. Options include:

- Executive Coaching with C-Suite Coaches (advanced degrees, business experience, & credentials)
- Sr. Leadership Journey: Leaders introduce or conduct program portions with trainer support
- 360° Feedback & Executive level development planning
What is the Leadership Development Program?
A custom-designed, best-practices approach to leadership and organizational development. We start with our “off the shelf” framework and proven methodologies; your team interviews and selects the trainer/coach and competency model and we work with your key stakeholders to create the right solution for your objectives, culture, internal programs and budget.

What are the components of the program and what is the cost?
The scope and components are designed to meet your objectives and budget and include your choice of assessment(s) and debrief sessions, workshops, facilitated projects, e-learning, leadership models, competency benchmarking, development planning, one-on-one and/or group coaching, 3-way manager meetings, integration of internal mentoring programs, etc. All of our programs include objective oversight, program management and non-confidential program reports for appropriate ROI analysis. We can scope to fit almost any budget.

Which is the best approach – training or coaching or both?
The answer depends on your goals - knowledge vs. development? Training provides the knowledge for how to change while coaching provides opportunities to apply the knowledge and develop new behaviors. If your goal is development, the one-on-one coaching and/or group coaching takes the learning deeper and facilitates behavioral and cultural change.

How are participants identified? Who would benefit from the program?
The program is customizable to meet the needs of all levels of leadership. Participants may apply or be nominated and often include some or all of the leadership team and high-potential employees. In summation, any valued employee would benefit from the program as our team will frame the material to their level.

How will the program be designed and customized?
Program sponsors and key stakeholders will play an important role in the design of your program. We seek input regarding your company’s culture, vision, mission, critical concerns, recent negative and positive events, and similar factors. We apply insights and materials that you provide to help our team get up to speed quickly on the essential nature of your company and your objectives.

Additional FAQs may be found at http://bit.ly/ProgramFAQs

We would be delighted to provide a free consultation.
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About Us

**TurnKey Coaching Solutions** is a professional development company providing scalable coaching, leadership program management and learning and development solutions that drive business results and improve organizational culture.

Our executive coaches, expert trainers and HR/OD consultants have decades of senior level business leadership experience in addition to years of coaching experience, extensive training, and serious credentials.

TurnKey has the experience, systems, infrastructure, coaching team and processes to consult, design, implement, manage and execute any size program.

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**“I Would Strongly Recommend TurnKey Coaching Solution!”**

“I have had the good fortune of working with Turnkey Coaching Solutions for the past 4 years and I am extremely pleased with the relationship that we have established. We have used their team for such services as professional & executive coaching, consulting on a global leadership development program, and coordinating a feedback survey for our Human Resources services both in the US and Puerto Rico. Not only are they a knowledgeable and professional team, they are extremely personal in their approach. The feedback from each of our leaders who have received coaching from their experts has been outstanding, to the point where several of them have asked to have their engagements extended.

*I would strongly recommend Turnkey Coaching Solutions!*

- Brian Moore, Director of Human Resources, Microsoft Licensing

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**TurnKey Coaching & Development Solutions**

We are passionate about unleashing the potential of your leaders, high-potentials, and front-line employees. And, we are never satisfied until you are!

**Anisa Aven, CEO of TurnKey Coaching Solutions**

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Our aim is to not only help you achieve your learning and development objectives but to exceed your expectations!