

Extraordinary Leadership Development for Senior Leaders

EXTRAORDINARY LEADERSHIP PERFORMANCE COACHING

We know that leadership is not a “style”, a set of situation-specific behaviours to be pulled out of a hat at any given moment. Leadership is a state of being, unique to each individual.

All leadership begins with the leadership of self, and this we enable our clients to do by working with them at the physical, mental, emotional and existential/spiritual levels. Our Leadership Performance Coaching releases the unique leader within each individual. This enables a deeply authentic, inspiring leadership response appropriate to each new situation as it unfolds.

Extraordinary Leaders do things, and enable others to get things done. Most importantly, leaders do and enable other people to do things that have never been done before. In other words, leaders act, and ACT stands for AWARENESS, CONNECTION and TRANSFORMATION.

Extraordinary Leaders are therefore able to lead themselves - aware of and connected with their current situation, their vision of their desired future and the path in between.

They are aware of their people - their current states and circumstances, their hopes, fears and potentials - and are able to connect with them through the right language and concepts.

They are also aware of the effects of their actions on the broader world of which they and their team/organisation are a part, using all their awareness and connection to effect a beneficial transformation for the greater good.

Within the framework of our comprehensive 3-Dimensional Leadership Model, we use all and any of the available performance coaching and psychological tools and resources that may be helpful for the individual leader’s journey in line with their individual needs, aims and objectives. These include:

- 360 degree surveys, personal and professional
- Emotional intelligence online profiling
- Personality profiling
- Work with various leadership models
- Rogerian/person-centred coaching
- Change techniques from Cognitive-behavioural, behavioural, NLP, Eriksonian, psychodynamic sources
- Individual / team/ organisational online values assessments
- Leadership Branding
- Leadership Performance planning

Aspects of Leadership we cover include:

- Leading and managing
- Vision and mission focus – unity of vision, unity of purpose, unity of action
- Empowering, allowing and developing



- Facilitating, influencing and integrating
- Integration of professional and personal goals, objectives and KPIs
- Influence versus inspiration
- Handling conflict – up and down the line
- Network and influence planning
- High Level Leadership styles through various models
- Prioritisation and resource allocation
- Self direction, confidence and self-belief

Where appropriate, we seek regular updates and feedback from our clients' networks and organisational sponsors.

All our work is aligned with the ICF Code of Ethics and Conduct.

EXTRAORDINARY INDIVIDUAL LEADERSHIP BRANDING

As a leader, everything you do is an act of leadership, every e-mail, every phone call, every look, smile, handshake, walk through the office, entrance into a meeting. Both your intentional style and your unintentional style (your "leadership shadow") have a powerful and immediate effect on those around you, the culture of your team and your organisation.

Our Extraordinary Leadership Branding programme assesses your leadership impact through a number of perspectives – an emotional intelligence (EI) 360 profile, a values-based 360 profile and a full assessment through our own proprietary 3-Dimensional Leadership model.

These perspectives are matched with your own assessments of yourself on the parameters of leadership, your own core values and personal truths and goals. We then apply our Leadership Branding process to ensure that your impact as a leader is intentional, congruent with who you are as a person and in line with your goals and objectives for yourself, your team and your organisation. We then apply our Leadership Branding process to ensure that your impact as a leader is intentional, congruent with who you are as a person and in line with your goals and objectives for yourself, your team and your organisation. Our leadership performance coaching then enables you to ACT in the 3 Dimensions through sustainable, beneficial change at the level of your behaviours on the basis of your own values and beliefs.

EXTRAORDINARY LEADER'S PERFORMANCE PLAN

In sport, a professional sportsperson trains, clarifies personal aims and objectives, devises a strategic approach and game plan – plays – reviews performance with a coach (often with video evidence), trains, re-clarifies ... In business, an individual will play, play and play again with little or no training and nothing but the most cursory and subjective performance review. No wonder that the same issues come up again and again ...

You've probably been involved in personal development, team development and leadership development programmes before ... and yet ... you still find yourself behaving in ways that you wish you wouldn't, in ways that leave a vague feeling of having let yourself and others down ... but hey, you can't teach an old dog new tricks ... or can you? Our Extraordinary Personal Leadership Plan is for senior, experienced leaders who know who they are and who they want to be. You are likely to have experienced personal leadership coaching and other advanced development programmes. But you know from your own experience that you need the continued support of a leadership performance coach to keep you focused on achieving the personal and professional goals they have set for themselves – just as with any professional sportsperson.

