



Special
Coaching
Package

THE CHANGING LEADER



5.12 solutions
consulting group

Change the way you
THINK

This tool is part one of three tools that 5.12 Solutions will be sharing as a part of The Changing Leader Series.

We are in a complex, constantly changing world with multiple crises happening at once, and you are faced with BIG challenges. As you listen and follow along with our blog, podcast, and social media series, the following questions will help you gain clarity as a leader.

AS YOU REFLECT ON THE LAST 4 MONTHS:

1. Name the biggest three changes you've experienced.
2. Where do wish you would have been a better leader and how can you do better next time?
3. How have you been intentional about learning through these challenges?
4. Name the top three resources (people, blogs, books, podcasts, etc) that have helped you learn and adpt through these challenges?

We can't solve problems by using the same kind of thinking we used when we created them."

- Albert Einstein



In The Future of Leadership Podcast episode with Heather McGowen, we learn about the need for Psychological Safety and Cognitive Diversity (see the definitions below). Use the following questions to help you determine adaptations you need to make as a leader.

Psychological safety – If you are masking your insecurities about things you don't know because of fear, you are signaling to everyone on your team to do the same. Psychological safety is the ability to share what you know and don't know without fear of judgement and consequence. When psychological safety is present, we are all free to learn through failure and be vulnerable.

Cognitive Diversity is diversity of thought. When a team includes people who challenge one another's thinking, help to identify blind spots, and open up conversations in new ways, you have cognitive diversity.

1. Where do you see psychological safety in your organization and how does it make a difference?
2. Where is there NOT psychological safety in your organization? What needs to change?
3. Where do you see cognitive diversity in your organization and how does it make a difference?
4. Where is there NOT cognitive diversity in your organization? What needs to change?

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Special Coaching Package
for CEOs, VPs and
Executive Leaders

THE CHANGING LEADER



THE CHANGING LEADER COACHING PACKAGE

1. 3 to 6 months in length
2. 2x per month coaching sessions - virtual or in-person
3. Tools and resources to support your leadership
4. Measurement of progress through our proprietary Coachmetrix platform

FOR EXECUTIVE LEADERS LOOKING FOR GUIDANCE AND SUPPORT IN THE MIDST OF CRISIS AND CHANGE

EXPECTED OUTCOMES:

- CHANGE THE WAY YOU THINK - in our new, complex world, your understanding of leadership needs to evolve.
- CHANGE THE WAY YOU CONNECT - as we work in virtual and hybrid environments, we need to intentionally connect with others in new ways.
- CHANGE THE WAY YOU ALIGN - in this time of crisis, leaders must realign their leadership and organizational values and direction.

Today's environment is calling on leaders to act and think differently. As an executive level leader, you need a coach that can ask the right questions and provide the right tools so that you can adapt and grow in ways that lead to long-term success for your organization and teams.



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