



5.12 Solutions

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Executive Team Development

We don't run fluffy team-building programs. Our Executive Team Development programs integrate the best of team coaching, individual executive development, assessments and evidence-based measurement to create sustainable results where we raise the consciousness level of both the individual executive and team.

Team Acceleration Program

Tension, turf wars, and ambiguity can derail - or even prevent - healthy and aligned teams. You need senior and executive leadership teams that are agile and collaborative, get results quickly without the burden of trust issues and fear of conflict, and work seamlessly together cross-functionally.

These are the demands on the leadership team of the future - and we know how to help unlock their potential.

We don't run fluffy team-building programs. This 6-12-month program integrates the best of team coaching, individual executive development, assessments and evidence-based measurement to create sustainable results where we raise the consciousness level of both the individual executive and team. You'll build a culture that enables the right discussions that matter most to the organization, where team members learn how to gain clarity and buy-in toward actions and decisions - faster. Teams discover their true purpose so that they can operate at the right level.

Program Outcomes:

- Faster decisions
- Aligned and healthy relationships
- Direct, honest and respectful communication
- Ability to drive commitment and results

Audience:

Senior and Executive Teams

Duration:

6-12 months

5 Behaviors of a Cohesive Team

Based on the work of Patrick Lencioni's international best-seller *The Five Dysfunctions of a Team*, this program helps teams understand how they score on the key components of The Five Behaviors model: Trust, Conflict, Commitment, Accountability and Results. Individual team members will learn about their own personality style and the styles of their team members - based on the Everything DiSC® model - and how their style contributes to the team's overall success.

Program Outcomes:

- Make better, faster decisions
- Tap into the skills and opinions of all members
- Avoid wasting time and energy on politics, confusion and destructive conflict
- Avoid revisiting the same topics over and over again because of a lack of buy-in
- Create a competitive advantage
- Have more fun on your team

Audience:

Intact teams

Duration:

1-5 days (in half day or full day increments)

Executive Programs Overview

	Executive Team Acceleration	5 Behaviors of a Cohesive Team
Overview	<p>Creating senior and executive leadership teams that are agile and collaborative, get results quickly without the burden of trust issues and fear of conflict, and work seamlessly together cross-functionally.</p>	<p>Individual team members will learn about their own personality style and the styles of their team members - based on the Everything DiSC® model - and how their style contributes to the team's overall success.</p>
Outcomes	<ul style="list-style-type: none"> • Faster decisions • Aligned and healthy relationships • Direct, honest and respectful communication • Ability to drive commitment and results 	<ul style="list-style-type: none"> • Make better, faster decisions • Tap into the skills and opinions of all members • Avoid wasting time and energy on politics, confusion and destructive conflict • Avoid revisiting the same topics over and over again because of a lack of buy-in • Create a competitive advantage • Have more fun on your team
Audience	Senior and Executive Teams	Intact Teams
Duration	6-12 months	1-5 days (in half day or full day increments)



Leadership Programs

Our leadership programs are longer term engagements that create sustainable and transformative change through our proprietary Learning Loop Methodology which combines leadership performance workshops, coaching, assessments and behavioral measurement on our Coachmetrix platform.

Unite Senior Leadership

Senior leaders face a unique set of challenges: membership on multiple teams, competing priorities with peers, and leading change initiatives to quickly pivot a product line or business. Their past success is often based on a world that no longer exists and isn't a pathway for success in the future.

Introducing our Unite! Leadership Program™, an experience designed to help senior leaders guide the organization through change, build a healthy and more human culture, and develop the interpersonal agility to create strong relationships with stakeholders at all levels inside and outside the organization.

Our Unite! Leadership Program™ initiates a learning journey that combines assessments, leadership performance workshops, leadership coaching and ongoing behavioral measurement to create sustainable change. The program is fully customizable and addresses the mindset shifts senior leaders must make to change how they think and are perceived.

Program Outcomes:

- Build emotional intelligence to better understand your impact on people, process and the business
- Enhance your ability to deal with complexity
- Shift focus to an enterprise mindset
- Create organizational alignment
- Build team member commitment

Audience:

Senior leaders, high potential leaders

Duration:

6-12 months

People-first Leadership

Your mid-level leaders are called upon to help drive execution, performance and accountability, but up until now they were often in player/coach roles and haven't fully evolved as leaders. They've been able to hide their lack of leadership skills through technical expertise. Layer on rapid change, business complexity and a diverse workforce, and emerging leaders are often overwhelmed, riddled with self-doubt, and find it difficult to help scale the business.

Leadership shouldn't be this hard.

You need leaders who can engage multidisciplinary teams, motivate a diverse workforce, and drive both results and healthy relationships. Over decades-long practice, we created proven, measurable methods for transforming your people into confident leaders. Our Ignite! Leadership Program™ initiates a learning journey that combines assessments, leadership performance workshops, coaching and ongoing behavioral measurement to create sustainable change. The program is fully customizable and addresses key challenges facing emerging leaders.

Program Outcomes:

- Increased confidence to lead
- Improved self-awareness
- More assertive communication that creates clarity
- Adaptable approach
- Ability to drive results
- Team member commitment

Audience:

Front line and mid-level managers, high potential leaders

Duration:

6-9 months

Manager Bootcamp

Frontline are often promoted because of their technical prowess, but lack the skill set to manage others. Layer on the fact that most new managers are now coaching people who used to be their peers and these leaders are often scared and out of their elements.

Frontline management shouldn't be this hard.

You need managers who can do the basics well - lead by example, create clear expectations, conduct one-on-ones, hold others accountable, provide coaching and feedback and delegate effectively. Our Manager Bootcamp provides the foundational management skills that new managers need to create a motivating environment for their people and drive team level performance. The program is fully customizable and addresses key challenges facing all new managers.

Program Outcomes:

- Increased confidence to manage others
- Base level manager skills to drive performance in a healthy way
- Improved self-awareness
- People skills to address difficult conversations assertively
- More assertive communication that creates clarity
- Adaptable approach
- Ability to drive results
- Team member commitment

Audience:

New and front line managers, individual contributors preparing for a manager role

Duration:

2-4 months

360° Leadership Development Program

Accelerate Leadership Growth with Data-Driven Insights and Coaching

Our 360° Leadership Development Program is built for senior leaders who are ready to amplify their impact. Using The Leadership Circle 360—one of the most powerful leadership assessment tools available—this program provides a structured, personalized development experience.

Through a combination of group coaching, individual coaching, and real-time behavioral tracking, leaders gain deeper self-awareness, uncover growth opportunities, and take measurable steps to enhance leadership effectiveness.

Program Outcomes:

- Sustainable Leadership Effectiveness - Strengthen your ability to inspire, engage, and drive results.
- Deeper Self-Awareness - Understand how your leadership style influences your team and organization.
- Stronger Executive Presence - Build confidence, authenticity, and the ability to navigate complexity with clarity.
- Improved Decision-Making & Influence - Make high-impact decisions and effectively engage key stakeholders.
- Sustained Growth & Accountability - Create lasting leadership habits with measurable progress through Coachmetrix.

Audience:

Senior leaders, high potential leaders

Duration:

3-5 months

Leadership Programs Overview

	Unite Senior Leadership	People-first Leadership	Manager Bootcamp	360° Leadership Development Program
Overview	An experience designed to help senior leaders guide the organization through change, build a healthy and more human culture, and develop the interpersonal agility to create strong relationships with stakeholders at all levels inside and outside the organization.	A learning journey that combines assessments, leadership performance workshops, coaching and ongoing behavioral measurement to create sustainable change and addresses key challenges facing emerging leaders.	Our Manager Bootcamp provides the foundational management skills that new managers need to create a motivating environment for their people and drive team level performance.	Our 360° Leadership Development Program helps senior leaders amplify their impact. Using The Leadership Circle 360, a top leadership assessment tool, this structured program combines group and individual coaching with real-time behavioral tracking. Leaders gain self-awareness, uncover growth opportunities, and take measurable steps to enhance effectiveness.
Outcomes	<ul style="list-style-type: none"> • Build emotional intelligence to better understand your impact on people, process and the business • Enhance your ability to deal with complexity • Shift focus to an enterprise mindset • Create organizational alignment • Build team member commitment 	<ul style="list-style-type: none"> • Increased confidence to lead • Improved self-awareness • More assertive communication that creates clarity • Adaptable approach • Ability to drive results • Team member commitment 	<ul style="list-style-type: none"> • Elevated confidence managing others • Foundational manager skills for healthy performance • Enhanced self-awareness • People skills for assertive conversations • Clear and assertive communication • Adaptable approach • Results-driven capability • Increased team member commitment 	<ul style="list-style-type: none"> • Strengthen your ability to inspire, engage, and drive results. • Understand how your leadership style influences your team/organization. • Build confidence, authenticity, and the ability to navigate complexity with clarity. • Make high-impact decisions and effectively engage key stakeholders. • Create lasting leadership habits with measurable progress through Coachmetrix.
Audience	Senior leaders, high potential leaders	Front line and mid-level managers, high potential leaders	New & front line managers, individual contributors preparing for a manager role	Senior leaders, high potential leaders
Duration	6-12 months	6-9 months	2-4 months	3-5 months



Leadership Workshops

Our transformative leadership workshops provide essential tools for leaders to excel. From resilience and communication to effective team dynamics, our programs empower leaders to navigate change with confidence, drive results, and foster high-performing teams.

Delegate Effectively to Scale Time and the Business

It's not uncommon for leaders to struggle with delegation. Oftentimes they believe that it's faster to complete a task themselves than to accomplish it through others, or they don't have the confidence that others will complete the task to their same high standards.

The challenge is that when leaders don't delegate effectively, they get overloaded, operate at lower levels than they should and force others in the leadership pipeline to operate at lower levels too. It doesn't have to be that way. Delegating effectively involves a shift in skill set and mindset. In this workshop, we address both by helping leaders see how their own beliefs may be getting in the way of delegating, while providing key frameworks to delegate more effectively.

Program Outcomes:

- Understand how beliefs impact your ability to delegate.
- Adapt your delegation style based on competence and confidence.
- Understand and apply the 4 key steps to delegating effectively.

Audience:

Supervisors, new managers and emerging leaders

Duration:

2 hours

Executive Presence that Builds Credibility

It's not just what you say that matters, but how you say it. Leaders often judge themselves by their intentions, but others judge them by their behaviors. To build credibility and trust, and to inspire others to action, leaders must be intentional about how they show up, build authentic relationships and communicate with impact.

Program Outcomes:

- Connect better with your audience and build rapport
- Frame messages utilizing the Do/Think Differently model
- Improve verbal and visual delivery
- Align body language and presence to your message
- Receive feedback about the clarity and content of your delivery
- Develop a strategy to grow your leadership presence

Audience:

Individual contributors, emerging leaders, high potential and senior leaders

Duration:

4 hours

Leading in a World of Constant Change: A Human Experience

The complexity leaders face today is unparalleled. Technological disruption, cultural shifts and accelerating change challenge even the most passionate, competent and experienced people. This workshop is focused on equipping leaders with the skill sets, mindsets and tools to navigate others through uncertainty and a workplace of constant change.

Program Outcomes:

- Understand how others respond to change
- Recognize how core human workplace needs impact the change experience
- Identify your primary and secondary human workplace needs and those of your team members
- Apply strategies to lead yourself and others through constant change with intention and agility.

Audience:

Leaders at all levels

Duration:

4-6 hours

Resilience: Bouncing Back in a Complex World

We've been through so much over the past three years - a global pandemic, a divisive political environment, weather calamities, and economic uncertainty for so many. Not to mention, the increasing complexity and pace of change in our workplace and the acceleration of trends that were already underway.

Resilience is the key to navigating our unpredictable world. Research shows that greater resilience leads to improved learning, lower absenteeism, and more inclusivity. The bottom line is that resilient organizations are better equipped to adopt an agile approach to their work.

But resilience isn't about sucking it up. It is so much more. In this session leaders will gain the insider tools that resilient people apply to face uncertainty head on and bounce back stronger.

Program Outcomes:

- Tap into your existing sources of resilience - Support, Strategies and Solutions
- Assess your healthy and unhealthy responses during explosive and disruptive times
- Embrace the 4 choices resilient leaders make when the unexpected happens

Audience:

Leaders at all levels, individual contributors

Duration:

3-4 hours

The Agile Manager: Adapting Your Management Style

This workshop is designed to help managers move beyond a one-size-fits-all approach to bring out the best in each employee. Participants learn how to read the styles of the people they manage and adapt how they delegate, develop and motivate their people, and communicate up to their managers. By the end of this workshop, each participant will have a customized plan on how to lead each person on their team.

Program Outcomes:

- Discover your natural management style on the Everything DiSC Management Map
- Explore the priorities that drive your management style
- Understand how your management style influences how you manage time, make decisions and approach problems
- Improve communication with team members to increase engagement and productivity
- Develop the agility to delegate, develop and motivate based on what others need

Audience:

People leaders at any level within an organization

Duration:

4-6 hours

The Work of Leaders: Vision, Alignment, and Execution

The work that senior leaders do - the work that really matters - is boiled down to three key areas: crafting a vision, building alignment and championing execution. This workshop utilizes the Everything DiSC Work of Leaders Profile to help leaders think strategically about the business using a Vision, Alignment and Execution framework. Senior leaders will make a shift toward thinking more about the “big picture” and leading the organization toward desired outcomes. The Work of Leaders workshop is based on a 4-year development effort that analyzed the work of prominent leadership researchers. It distills leadership best practices into a simple, compelling process that helps senior leaders get immediate results.

Program Outcomes:

- **Craft a Vision:** shape a future state that the group will make a reality through its work
- **Build Alignment:** build commitment and buy-in around the vision
- **Champion Execution:** ensure that the conditions are present for the imagined future to be turned into a reality

Audience:

Senior and executive leaders, leadership teams

Duration:

4-6 hours

Transform Managers into Coaches

As our workplaces move away from outdated and cumbersome performance management techniques to more agile and change-ready processes, managers need to learn how to coach team members effectively and create a culture of coachability. Your employees deserve the opportunity to work with managers who can help them succeed - not just during the annual review, but on a consistent basis throughout the year. Plus, your company avoids the hidden costs that often result from unprepared managers who avoid difficult conversations.

In this workshop, leaders will learn how to create an environment where people learn to be accountable instead of having to hold them accountable. You'll see your managers expecting more and tolerating less - resulting in higher levels of team member commitment, engagement and retention.

Program Outcomes:

- Create a coachable culture on teams while keeping team members completely engaged and motivated to come to work every day
- Utilize the Leadership Coaching Grid to understand where team members need coaching the most
- Create a cadence of coaching that drives optimal performance throughout the year
- Conduct coaching conversations in a way that ignites the team member's potential
- Adapt to different personality styles to bring out the best in people and build better relationships

Audience:

People leaders at any level

Duration:

4-8 hours

How to Partner with Your Boss

We all have different needs, preferences and priorities. Sometimes they can feel at odds with your manager's goals and needs. It doesn't have to be that way. With a deeper level of understanding of how your manager sees you and what your manager needs to be successful, you can develop a stronger relationship that results in better business outcomes.

In this workshop, participants learn tools and techniques to partner more effectively with their boss.

Program Outcomes:

- Recognize and adapt to your manager's communication style.
- Leverage the DiSC Comparison Report to build a better relationship.
- Understand your manager's goals and how they align with your goals.
- Create an action plan to partner more effectively with your manager.

Audience:

Leaders at all levels, individual contributors

Duration:

3-4 hours

Leadership Workshops Overview

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	Delegate Effectively to Scale Time and the Business	Executive Presence that Builds Credibility	Leading in a World of Constant Change	Resilience: Bouncing Back in a Complex World
Overview	Address delegation issues by helping leaders see how their own beliefs may be getting in the way of delegating, while providing key frameworks to delegate more effectively.	A program for senior leaders to navigate change, cultivate a healthy culture, and improve interpersonal agility for strong relationships with stakeholders at all levels, internally and externally.	Equip leaders to navigate unprecedented complexity, technological disruption, & cultural shifts, providing the skills and tools needed for guiding teams through constant workplace change.	Resilience isn't just enduring; it's about more. This session provides leaders with insider tools used by resilient individuals to confront uncertainty and emerge stronger.
Outcomes	<ul style="list-style-type: none"> Enhanced confidence Heightened performance motivation Deepened self-awareness Effective handling of difficult conversations Sharper and clearer communication Adaptability Results-driven approach Increased team member commitment 	<ul style="list-style-type: none"> Understand how beliefs impact your ability to delegate. Adapt your delegation style based on competence and confidence. Understand and apply the 4 key steps to delegating effectively. 	<ul style="list-style-type: none"> Faster decisions Aligned/ healthy relationships Direct, honest & respectful communication Ability to drive commitment & results 	<ul style="list-style-type: none"> Activate your resilience: Support, Strategies, Solutions Evaluate responses in turbulent times Adopt 4 key choices during unexpected challenges
Audience	Supervisors, new managers and emerging leaders	Individual contributors, emerging leaders, high potential and senior leaders	Leaders at all levels	Leaders at all levels, individual contributors
Duration	2 hours	4 hours	4-6 hours	3-4 hours

Leadership Workshops Overview

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	The Agile Manager: Adapting Your Management Style	The Work of Leaders: Vision, Alignment, & Execution	Transform Managers into Coaches	How to Partner with Your Boss
Overview	By the end of this workshop, each participant will have a customized plan on how to lead each person on their team.	This workshop distills leadership best practices into a simple, compelling process that helps senior leaders get immediate results.	In this workshop, leaders will learn how to create an environment where people learn to be accountable instead of having to hold them accountable. You'll see your managers expecting more and tolerating less.	In this workshop, participants learn tools and techniques to partner more effectively with their boss.
Outcomes	<ul style="list-style-type: none"> • Discover and understand your DiSC management style. • Explore style-driven priorities. • Enhance communication for team engagement and productivity. • Develop agility in delegation and motivation. 	<ul style="list-style-type: none"> • Shape a compelling vision for the group's future. • Foster commitment and buy-in for vision alignment. • Ensure conditions for successful execution of the envisioned future. 	<ul style="list-style-type: none"> • Foster a coachable team culture for high engagement. • Use the Leadership Coaching Grid to identify coaching needs. • Establish a coaching rhythm for year-round optimal performance. • Conduct inspiring coaching conversations to unlock potential. • Adapt to diverse personalities for stronger relationships. 	<ul style="list-style-type: none"> • Adapt to your manager's communication style. • Use DiSC Comparison Report for stronger relationships. • Understand and align goals with your manager's. • Develop an action plan for effective partnership.
Audience	People leaders at any level within an organization	Senior and executive leaders, leadership teams	People leaders at any level	Leaders at all levels, individual contributors
Duration	4-6 hours	4-6 hours	4-8 hours	3-4 hours

(Continued)



Communication Workshops

Our Communications Workshops are crafted to enhance your interpersonal skills and elevate your communication strategies. We cover everything from adapting communication styles to handling difficult conversations with finesse. Participants learn to cultivate clarity, engage effectively, and foster stronger connections, ensuring impactful communication in every professional scenario.

Productive Conflict: Beyond a Culture of Nice

When teams don't effectively engage in conflict, they fail to gain commitment, experience the "meeting after the meeting," and decisions get revisited over and over again. It doesn't have to be that way. At the core of great decision-making and innovative thinking is productive conflict.

The challenge is that most organizations seek artificial harmony, inadvertently creating a "culture of nice" where conflict avoidance is the norm. Unfortunately, there is always a direct link between conflict avoidance and poor business performance. People who are not able to engage in the difficult and consequential discussions are putting their teams and organizations at risk to competitors who know how to engage productively.

Now, imagine what becomes possible with colleagues who are able to interact without fear of repercussions and who give each other the benefit of the doubt. They don't get bogged down in drama, over-analysis or political turf wars. Instead, they make decisions quicker and pivot when needed.

Our Productive Conflict workshop will help transform your team's conflict from destructive interactions to productive outcomes. This fully customizable program includes the Everything DiSC Productive Conflict assessment, an immersive workshop experience and ongoing behavioral measurement using our proprietary Coachmetrix technology to ensure change sticks.

Program Outcomes:

- Appreciate how your style of handling conflict affects the people around you
- Reframe a conflict situation and choose more productive behaviors
- Build common norms to drive healthy conversation
- Drive innovation and better decision-making
- Build a common language in the organization around appropriate conflict behavior

Audience:

Any employee, intact team or individuals from multiple teams

Duration:

4-6 hours

Understanding Behavioral Styles: Building Strong Relationships

Have you or your team members experienced frustration because a colleague, boss or customer misunderstood your tone and approach? How many times have you walked away from an interaction not fully understanding if your communication was effective?

We all bring different perspectives and priorities into the workplace. Those differences are extremely valuable but don't necessarily make it easy to solve problems or make decisions.

In this interactive and engaging workshop, you'll create a common language around the Everything DiSC Workplace model to reduce destructive conflict, engage in more productive dialogue and understand how to adapt to each other based on individual needs.

By understanding differing approaches to work you'll create more effective and productive working relationships.

Program Outcomes:

- Discover your DiSC® style: recognize the priorities, motivators and stress triggers that shape your workplace experience
- Explore other styles: understand the differences and similarities among the DiSC styles and how you react to others
- Identify strategies to make more meaningful connections with colleagues of various styles
- Work more effectively to reduce tension, solve problems and contribute positively to their organizations

Audience:

Any employee, team member or leaders

Duration:

4-7 hours

Adapt to Your Customer's Buying Style

Using a one-size-fits-all approach in a sales conversation is a recipe for disaster. But when salespeople have the skills to adapt to customers' preferences and expectations, everything becomes possible.

In this workshop, participants discover new strategies for stretching beyond their natural preferences to make the selling process more productive and successful - regardless of the customer's unique buying style. Your salespeople will learn how to connect better with their customers. Using the power of the dynamic Everything DiSC model in the sales process will help your people create customer-centric interactions that deliver improved results.

Program Outcomes:

- Discover your own DiSC® style: recognize the priorities, personal strengths and challenges that shape your sales interactions with others
- Explore other styles: understand the differences and similarities among DiSC buying styles, learn to recognize the behaviors unique to each style and identify new ways to find common ground with all types of customers
- Create a plan of action to get more out of the sales process and deliver better bottom line results

Audience:

Salespeople, customer service representatives, account managers and executives

Duration:

4-6 hours

Become the Optimal Team Member

Today's organizations are working beyond a single team. Advances in technology are disrupting the market, globalization is forcing a new approach of working, and the teams of the future have never seen this level of diversity. In essence, organizations need to equip their employees to quickly create cohesive teams that enable results.

This workshop harnesses the power of Patrick Lencioni's The Five Dysfunctions of a Team, and teaches individuals to become better teammates. The goal is to completely redefine teamwork and collaboration designed specifically to work for individuals; participants do not all need to be part of the same team.

Program Outcomes:

- Trust that enables people to ask for help and express their opinions
- Avoid wasting time and energy on politics, confusion, and destructive conflict
- Commitment to the end goal
- Hold peers accountable

Audience:

Individuals on any team (does not have to be an intact team)

Duration:

4-6 hours

Communications Workshops Overview

	Productive Conflict: Beyond a Culture of Nice	Understanding Behavioral Styles: Building Strong Relationships Leadership	Adapt to Your Customer's Buying Style	Become the Optimal Team Member
Overview	Transform your team's conflict from destructive interactions to productive outcomes in this fully customizable program.	Create a common language around the Everything DiSC Workplace model to reduce destructive conflict, engage in more productive dialogue and understand how to adapt to each other based on individual needs.	In this workshop, participants discover new strategies for stretching beyond their natural preferences to make the selling process more productive and successful - regardless of the customer's unique buying style.	This workshop teaches individuals to become better teammates. The goal is to completely redefine teamwork and collaboration designed specifically to work for individuals.
Outcomes	<ul style="list-style-type: none"> Recognize the impact of your conflict-handling style. Reframe conflicts for more productive behaviors. Establish norms for healthy conversations. Promote innovation and better decision-making. Cultivate a shared language for appropriate conflict behavior. 	<ul style="list-style-type: none"> Uncover your DiSC® style and its impact on your work. Learn about other styles, their differences, and commonalities. Develop strategies for meaningful connections with diverse colleagues. Enhance effectiveness in problem-solving and positive contributions to the organization. 	<ul style="list-style-type: none"> Identify your DiSC® style in sales interactions. Understand diverse DiSC buying styles. Recognize unique behaviors and find common ground with customers. Develop an action plan for improved sales outcomes. 	<ul style="list-style-type: none"> Trust that enables people to ask for help and express their opinions Avoid wasting time and energy on politics, confusion, and destructive conflict Commitment to the end goal Hold peers accountable
Audience	Any employee, intact team or individuals from multiple teams	Any employee, team member or leaders	Salespeople, customer service representatives, account managers and executives	Individuals on any team (does not have to be an intact team)
Duration	4-6 hours	4-7 hours	4-6 hours	4-6 hours



Executive & Leadership Coaching

Explore elevated leadership with our Executive and Leadership Coaching. From seamless transitions in new roles to targeted support for emerging leaders, our programs empower growth. Online coaching offers flexibility for personalized development. Unlock your leadership potential with us.

Executive Coaching

In-depth engagement to help leaders succeed at the highest levels within an organization.

Coaching Outcomes:

- Experience in-depth coaching for success at the highest organizational levels.
- Receive comprehensive support to excel in multifaceted executive roles.
- Cultivate the skills and insights needed to lead with vision and impact.
- Develop strategies to navigate complexities and drive organizational success.
- Hone decision-making skills crucial for executive leadership in dynamic environments.
- Gain the confidence and tools to succeed and thrive in top-tier executive positions.

Audience:

Executives, senior leaders, high potential, high performing leaders

Duration:

6-12 months

Integration/New Role Coaching

Accelerates the integration of a leader into a team or new role.

Coaching Outcomes:

- Navigate new roles effortlessly with integrated coaching for a smooth transition.
- Develop the skills and insights necessary to excel in your new leadership position.
- Receive targeted support for mastering the intricacies of your specific role.
- Accelerate your integration into new responsibilities with personalized coaching.
- Gain tools and strategies to optimize performance and succeed in your new role.
- Benefit from coaching designed to address challenges specific to your unique leadership transition.

Audience:

Leaders who are new to the organization, or are assuming a new leadership role

Duration:

6 months

Targeted Coaching

Highly focused engagement to assist leaders in developing in one core area or solving a business challenge.

Coaching Outcomes:

- Receive focused coaching for specific leadership challenges or skill development.
- Get personalized guidance in a core area, accelerating your professional development.
- Tailored support for efficient problem-solving and overcoming business challenges.
- Achieve quick and measurable results, enhancing your leadership impact.
- Sharpen strategic decision-making skills through targeted coaching.

Audience:

Supporting leaders in a development area, critical business challenge, or key presentation

Duration:

3-6 months

Emerging Leader Coaching

Prepares newer leaders by building critical skills and developing self-awareness.

Coaching Outcomes:

- Tailored coaching to support the growth of emerging leaders in key areas.
- Build a strong foundation for leadership success through strategic coaching.
- Accelerate development in crucial leadership skills to excel in your emerging role.
- Equip yourself with the tools to navigate challenges commonly faced by emerging leaders.
- Develop the confidence and capabilities needed to lead effectively in dynamic environments.
- Receive personalized coaching to address the unique demands and opportunities of emerging leadership.

Audience:

Front line leaders, middle managers, high potential leaders, individual contributors prior to promotion

Duration:

3-4 months

Online Coaching

Cost effective, virtual coaching via Zoom and our Coachmetrix platform focused on skill development.

Coaching Outcomes:

- Engage in leadership development on your terms with our Online Coaching platform.
- Receive tailored coaching through digital channels for a customized learning experience.
- Access coaching resources from anywhere, anytime, allowing flexibility in your busy schedule.
- Utilize digital tools for targeted development in specific leadership areas.
- Benefit from the efficiency and convenience of online coaching to drive professional growth.
- Tap into coaching support readily available online, empowering your leadership journey.

Audience:

Front line leaders, middle managers, individual contributors prior to promotion

Duration:

3-4 months

Coaching Overview

	Executive	Integration/ New Role	Targeted	Emerging Leader	Online
Overview	In-depth engagement to help leaders succeed at the highest levels within an organization.	Accelerates the integration of a leader into a team or new role.	Highly focused engagement to develop leaders in one core area / solve a business challenge.	Prepares newer leaders by building critical skills and developing self-awareness.	Cost effective, virtual coaching via Zoom and our Coachmetrix platform focused on skill development.
Audience	Executives, Senior Leaders, High potential, high performing leaders	Leaders that are new to the org, or assuming a new leadership role	Supporting leaders in a development area, critical business challenge, key presentation	Front line leaders, middle managers, high potential leaders, individual contributors prior to promotion	Front line leaders, middle managers, individual contributors prior to promotion
Duration	6-12 months	6 months	3-6 months	3-4 months	3-4 months
360 Feedback	Yes	Yes	Optional	Self-assessment	Self-assessment
Stakeholder Interviews	Yes	Optional	No	No	No
Observation	Yes	Yes	No	No	No
Manager Calibration	Beginning & End	Beginning & End	Optional	No	No
Coachmetrix Behavioral Measurement	Yes	Yes	Yes	Yes	Yes
Coachmetrix Action Plan	Yes	Yes	Yes	Yes	Yes
Coachmetrix Discussions	Yes	Yes	Yes	Yes	Yes
Coachmetrix Leadership Tools	Yes	Yes	Yes	Yes	Yes

Get in Touch With Us

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