

# Leadership Development by PL Coaches

## Influencing your teams and clients towards Success

PL Coaches provides group coaching to strengthen Leadership capabilities for your organization. Through our development programs, your managers achieve higher levels of **Success** and become the “go to” Leader asked for by name.

### Why is Success so Important?

Projects, Processes, and Teams are being asked to improve in quantum leaps, not just small increments. Tightening the management screws is no longer enough, you have to lead your team to achieve substantial improvements.

Management competency, no matter how well developed, is not sufficient. At the end of the day, it is the effectively led team that delivers the work and the client that determines success.

### The difference between success and failure is often the level of Leadership.

Delivering success in today's business environment requires the ability to navigate:

- ❖ Collaborative workgroups and flat organizations
- ❖ Teams that are mobile, virtual, and global
- ❖ Continuous improvement that is both evolutionary and revolutionary

Building up these capabilities does not happen through traditional training. A new approach is needed.

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*“Yesterday's leadership theories are not keeping pace with the velocity of today's disruptive marketplace. Organizations are seeking a new model for the age of agility.”*

Deloitte - Human Capital Trends 2013



At the end of every process, there are two key questions:

1. Was the project, process, or task a success?
2. Do you want that Manager running my next big and important activity?

The goal of this program is to help you answer “Yes!” to both questions. Participants learn, explore, and discover:

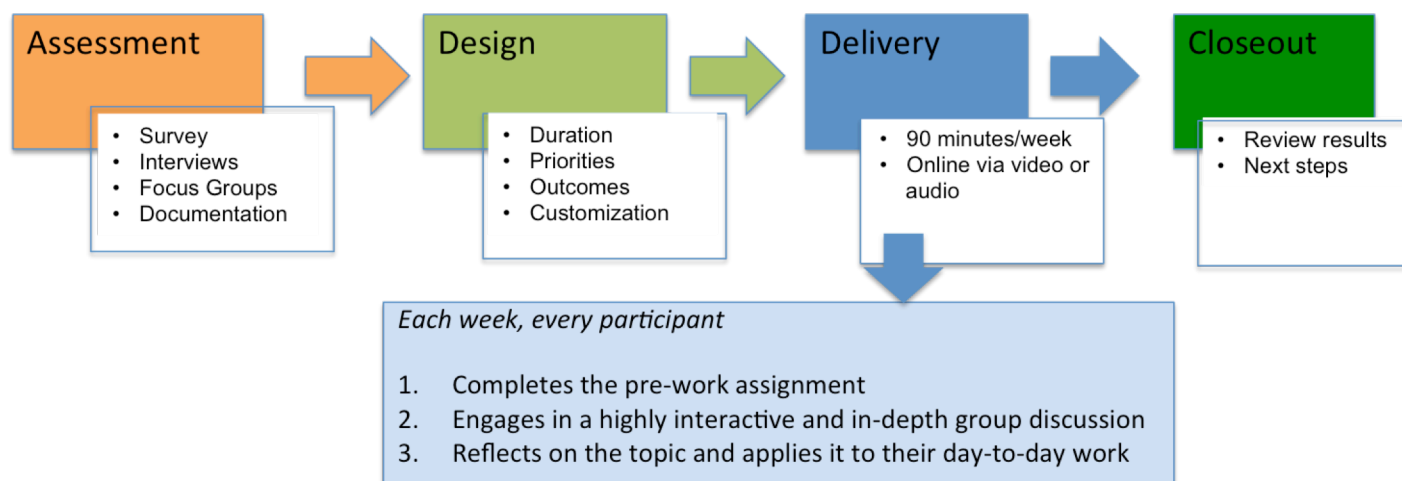
- How to build credibility, develop relationships, establish trust, and use influence within the complexities and constraints of a typical project, process or task.
- Why it helps to create a culture that supports continuous improvement, accountability, and innovation.
- When to ‘switch hats’ to Change Agent or Coach, and how to leave a leadership legacy.

# The Approach

## Group Coaching. Customized. Real-world.

The Leadership program is delivered to groups of 5 -6 managers at a time, facilitated by one of our coaches. This format provides the best combination of accelerated and blended learning for time-constrained managers in the real world. Individuals grow through a combination of role playing, action learning, and peer coaching.

In addition, the content is tailored to the unique needs of your organization. Your language, your culture, and your priorities. This is a high-level overview of a typical 16-week program:



### Benefits for Your Organization

- ❖ Improved relationships and teamwork, especially across silos, business units, and cross-functionally.
- ❖ Maximum knowledge retention through cooperative learning and weekly cadence.
- ❖ Real-world applicability to your needs and challenges due to customized design.
- ❖ Higher levels of client satisfaction and employee engagement due to more successful processes

### Benefits for Your Managers

- ❖ Increased ability to influence teams and clients towards Success.
- ❖ Direct relevance to day-to-day challenges faced by managers.
- ❖ Integration of management skills with Leadership competencies.
- ❖ Safe, supportive environment in which to test out and practice different techniques.

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***"A great balance of learning from multiple sources... the text and our peers."***

*-Client testimonial*

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