

# Executive Coaching Program

A 9-month Executive Coaching Program that promises to disrupt the status quo, upgrade outdated habits, and usher in new ways of leading relevant to today's quickly evolving workplace.



The world has changed for leaders. Senior leaders are being called on to upgrade habits, transform cultures and create workplaces where all people thrive. Executives are being asked to lead in a whole new way. A way of leading, with new skills, that often contradicts how things have been done for decades.

## Do you have the skills to:

- Cultivate true collaboration and innovation?
- Build an inclusive and diverse workplace?
- Create a culture where all people belong?
- Harness the power of transparency and vulnerability?
- Empower others to bring their best to work?
- Remain steady in the face of breakdowns and upheaval?
- Deliver results without sacrificing collective well-being?
- Imagine a future that inspires and energizes your team?
- Navigate ongoing change and transition?

Our Executive Coaching Program provides the most current, up-to-date coaching and skill-building for leading in the new workplace. This program promises to disrupt the status quo, upgrade outdated habits and usher in new ways of leading relevant to today's quickly evolving workplace.

Now is the time to invest in your own development.

## Important dates:

- Registration opens January 4, 2021
- Registration closes February 26, 2021
- Welcome packet, pre-work, and program materials mailed out the first week of March 2021
- Program launches March 18, 2021

# Executive Coaching Program Overview



## Executive Coaching Program Includes:

- **Monthly, one-hour, 1:1 coaching sessions** with a certified Executive Coach over a nine-month period
- **Three Robust Assessments:**
  - *Leadership Circle Profile 360* – priceless feedback on your leadership style and impact
  - *iEQ9 Enneagram Leadership Profile* – a personality type assessment to surface key leadership values, motivators and blindspots
  - *Leadership Culture Survey* – a comprehensive look at current state and aspirational goals for the culture you lead
- **Nine, two-hour interactive skill-building workshops** containing current leadership philosophies designed to increase your capacity as a leader
- **A comprehensive program workbook** and leadership books to support the integration of what is taught in the two-hour sessions
- **On-the-spot coaching**, as needed, throughout the duration of the program

## Focus of the Nine Sessions:

1. The Five New Habits for Leaders
2. Cultivating a Leader's Mindset
3. Revealing Blindspots, Surfacing Strengths
4. Mastering Healthy Conflict
5. Developing Others Through Feedback
6. Creating a Culture of Belonging
7. Expanding Your Strategic Thinking
8. Leading Through Change and Transition
9. Declaring the Way Forward

## What you can expect from working with an Executive Coach:

- A trusted, personal and professional confidant and advisor
- A true thought partner in organization and team dynamics
- An accountability partner who compels you to act
- An ally who will provide timely and direct feedback to speed development
- A partner who will stand for you creating a more balanced, steady and satisfying life

We know your investment matters. Our clients see a clear ROI through increased productivity, reduction in turnover, and overall better organization and team performance.

# Executive Coaching Session Overview



The Five New Habits for Leaders	1	Leaders are being called on to upgrade habits, transform cultures and create workplaces where all people thrive. During this session you will anchor yourself in the five new habits needed to ensure your effectiveness as a leader.
Cultivating a Leader's Mindset	2	Great leadership depends on the quality of attention and intention that you bring to any situation. In this session, you will begin to understand how to cultivate a leader's mindset. You will expand skill in whole person leading.
Revealing Blindspots and Surfacing Strengths	3	You will inquire into the cost and impact of your stress-based reactions. You will explore how to be accountable for the results you produce and become diligent about bringing your core strengths to challenging circumstances.
Mastering Healthy Conflict	4	You will learn a new framework about how to powerfully engage and respond to conflict. You will gain mastery in disengaging from problem-based thinking and move to creating outcomes that are aligned to strategy and vision.
Developing Others Through Feedback	5	Listening deeply and providing empowering feedback is the quickest path to development. During this session you will receive communication tools that speed develop, build trust and help to normalize the process of feedback.
Creating a Culture of Belonging	6	In this session, you will learn what is needed to create organizational inclusion and belonging. You will gain awareness about unconscious habits that create exclusion and acquire effective practices to implement moving forward.
Expanding Your Strategic Thinking	7	A new way of thinking is needed to meet today's challenges. During this session you will inquire into a more conscious, intentional, and strategic way to move your organization forward.
Leading Through Change and Transition	8	We are in an era of rapid innovation, transition and change. During this session you will expand your ability to navigate change and empower others to move through points of transition with greater ease.
Declaring the Way Forward	9	Great leaders understand the power of completion before declaring what comes next. During this session you will complete your nine-month executive coaching program and create a roadmap for your ongoing development.

# Executive Coaching Program Schedule 2021



## Session Schedule:

1. **March 18:** The Five New Habits for Leaders
2. **April 15:** Cultivating a Leader's Mindset
3. **May 13:** Revealing Blindspots, Surfacing Strengths
4. **June 10:** Mastering Healthy Conflict
5. **July 15:** Developing Others Through Feedback
6. **August 12:** Creating a Culture of Belonging
7. **September 9:** Expanding Your Strategic Thinking
8. **October 14:** Leading Through Change and Transition
9. **November 18:** Declaring the Way Forward

## Additional Information:

- All group sessions run 7:30a-9:30a Pacific Time.
- 1:1 coaching sessions will occur between group sessions
- All leadership assessments administered throughout the duration of the program
- Program is limited to 12 participants per cohort

Program cost: \$18k

## Registration Contact:

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## Henley Leadership Group

- 25 years of expertise in the field of leadership development
- A team of seasoned consultants and certified coaches
- Published Forbes contributor
- Ranked as "Top 100 Thought Leaders" in Leadership Excellence magazine
- Finalist for International Coach Federation coaching program of the year
- HR Tech Magazine Top 10 Leadership Training Companies 2019



# Client Testimonials



**“The Henley Group has been our partner in this transformation.** With their support over the past 13 years, PSE leaders at all levels of the organization, from front-line supervisors to the executive suite, have learned to challenge themselves, to fight complacency, and to bring their best each and every day.”

Kimberly Harris, CEO – [Puget Sound Energy](#)

“I am incredibly grateful to have been to be part of an amazing team doing incredible work together. **HLG is deeply invested in our continuing growth and success**, and we are lucky to have them here to help us.”

Kevin O’Connor, CEO – [LifeCenter Northwest](#)

**“Working with HLG has been a transformational experience. I have experienced leaps and bounds of growth** in areas ranging from managing power dynamics, to forging space for me and my team to do our best work together, to recognizing and resetting when I get thrown off course.”

Kathleen Goodman, Director – [The Bill & Melinda Gates Foundation](#)

**“Our work with Henley Leadership Group has significantly impacted our individual and team effectiveness.** In short – it has been tremendously valuable and impactful.”

Kim Rivera, Chief Legal Officer – [HP Inc.](#)

**“One of the most useful professional development courses I have ever taken.**

The content was informative and the coaching was excellent. If you are willing to fully make the commitment to grow, you will not be disappointed in the results.”

Jon Piliaris, Director – [Puget Sound Energy](#)

**“My executive coaching experience with HLG had and continues to have a material impact on my professional and personal relationships.** Starting with a very thoughtful 360 that allowed me to discover my “blind spots” and coaching on how to course correct. Because of this experience, I believe that I am a more transparent and engaged leader, wife, mother and friend.

Deb Crimmins, Vice President, Revenue Operations – [DaVita Rx at DaVita](#)

