



# DISCOVER, ALIGN, TRANSFORM™ for scale-up executive teams

Work with a team of coaches for 9 months to transform your leadership performance, and achieve business results.

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## EXAMPLE CHALLENGES

- About to enter a phase of growth or change
- Ambitious goals, difficult team targets and/or intense pressure to perform
- Senior team newly formed or changed
- Exec/Board not unified, or incoherent
- Desire to maintain positives whilst building on a founding culture

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## OUR APPROACH

- Deliver bespoke team and individual coaching
- Use proprietary tools and methods to gather systematic insight, with and from the team
- Leverage support and input from the board
- Ensure practical action - track progress and hold the team accountable for their leadership step-ups
- Challenge the team to recognise what is/isn't working

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## YOUR RESULTS

- Capable leaders, optimally deployed, all pulling in the same (and the right) direction
- Engaged, motivated senior team, trusted by the board
- Effective problem-solving and decision-making
- Collaboration, frankness, and camaraderie
- Alignment on leadership priorities for business growth
- Readiness to adapt to achieve scale-up goals



# DISCOVER, ALIGN, TRANSFORM™ PROGRAMME FLOW

## Phase 1 - Discover, Align

### AMBITION SETTING

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The CEO describes the challenges for the business and its leadership, and lays out ambitions and expectations for the programme. At the Direction Workshop, the Programme Steering Team (PST) aligns on the purpose, approach, and timelines - building momentum and setting the course for a valuable and high impact programme.

### ANALYSE (4 weeks)

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Participants establish learning needs and preferences using our "Leadership Launchpad™" diagnostic tool, and in a 30-minute 1:1 discovery coaching session. Further insight is gathered via a bespoke staff survey, board member interviews, and team observation.

### MAKING SENSE OF INSIGHT

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A comprehensive, structured and actionable report is delivered at the Insight Workshop. The team is coached to explore how they want to lead and what they need to change. Participants can expect to choose immediate high-impact actions, and commit together to the specific leadership changes required.

### REFLECT & TEST (2-4 weeks)

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The team tests new ways of working and behaving, and implements quick wins. Through action and reflection, they are able to appreciate the relative importance and effectiveness of new leadership mindsets, techniques, behaviours and habits.

### TRANSFORMATION PLANNING

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By this stage, the team is in action and supporting each other's leadership performance improvements. The phase completes with an Action Workshop and 1:1 coaching sessions. The team aligns and commits to a detailed approach and scope of leadership transformation. They build on breakthroughs already made.

# Phase 2 - Transform

## GATHER 360 FEEDBACK

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Participants use our proprietary tool, Hey360™, to give and receive feedback on their perceived performance against a bespoke leadership framework. Our coaches guide them to interpret feedback and select actions to improve performance. The team establishes good practice for feedback conversations.

## TEAM COACHING

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In monthly half day coaching workshops, the team works together on the priority topics identified during phase 1. They go on a leadership transformation journey together.

We curate and tailor a set of modules that are curriculum led and responsive to the team dynamic. We allow space to work on issues arising and delve into different opportunities that emerge, to best achieve the programme goals and business results.

## INDIVIDUAL COACHING

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All participants can access 1:1 coaching in one hour focussed sessions to unstick or boost a specific leadership issue or opportunity.

Additionally, immersive, transformational 1:1 coaching is delivered to selected team members. A coaching questionnaire, strengths survey and ambition interview help with objective setting. The coach will curate tools and content, provide accountability, troubleshoot, and celebrate wins with the coachee.

## REVIEW & SUSTAIN

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The programme completes with the PST creating structures and processes to ensure sustainability through support and accountability. An impact review helps to identify the most important leadership performance enablers to focus on as the business move forwards.