

Leadership Development Coaching

Coaches can help Executives come to grips with huge changes in the way they do work, in getting through big transitions. Fortune Magazine Leaders in any organization are always faced with constant challenge and the more complex your position, the more complex your challenges. You may be a leader taking on an entirely new job, or a job with a significantly expanded scope or you may be moving from one location to another. Perhaps you may be asked to make all three of these changes at once. Whatever the precise details of an individual's situation, major change presents both new and experienced leaders with challenges over and above those of normal daily operations. How you rise to the challenges as a leader will likely determine the success of your business, and the direction of your career path. Introducing Leadership Development Coaching This coaching program will assist leaders in understanding the knowledge, skills and abilities they must develop to become successful leaders. The process can also be targeted at more seasoned executives who are being groomed for increased levels of responsibility. Leadership Development Coaching is a process of mutual conversation that creates a working partnership to meet business challenges, foster innovation, and enhance employee development. We will work with you to understand what motivates you, gather information about your personality, as well as data concerning your modes of resolving conflict. We will do this by means of three web-based questionnaires. These questionnaires, in addition to conversations with you and your colleagues, will enable your AdvAntage Consulting coach to provide you with a substantial amount of feedback about your potential strengths and weaknesses. We will then work with you to create a Personal Action Plan (PACT) that will:

- Identify at least three behaviors that you will be developing and / or modifying
- Identify developmental activities that will target those behaviors
- Determine how success will be measured. How will you know if you are, in fact, practicing and developing new skills?
- Define within what time frame the learning activity will occur
- Determine what resources and supports you will require

The Questionnaires: Motivational Appraisal of Personal Potential (MAPP ™) MAPP ™ is a robust 21st century instrument used by an individual to support growth in a personal and/or professional environment by clearly identifying unique potential. Motivational Appraisal of Personal Potential helps

to identify personal motivations in several categories, including temperament, aptitude and learning style. The results can guide individuals on a career or personal path, or validate one they are already on. The assessment identifies characteristics that help to indicate a strong motivation to do, or avoid doing, certain things.

For example, an individual may be capable of something, but if she / he hates it, and if it were a significant part of her / his daily

responsibilities, it might undermine strengths and become a liability. Myers-Briggs Type Indicator (MBTI ®) The questionnaire is the most widely used personality inventory in the world and provides an accurate picture of an individual's personality type. The MBTI ® measures personality in four major dimensions:

- Extraversion Introversion (describes where people prefer to focus their attention and get their energy from the outer world of people and activity, or their inner world of ideas and experiences)
- Sensing Intuition (describes how people prefer to take in information focused on what is real and actual, or on patterns and meanings in data)
- Thinking Feeling (describes how people prefer to make decisions based on logical analysis, or guided by concern for their impact on others)
- Judging Perceiving (describes how people prefer to deal with the outer world in a planned orderly way, or in a flexible spontaneous way) Combinations of scores on these dimensions result in a variety of distinct personality types.

Understanding

characteristics unique to each type provides insight about how a person

interacts with others and the world around him / her. Thomas-Kilmann Conflict Mode Instrument (TKI) The TKI provides data on individual preferred modes of resolving conflict: avoiding, competing, accommodating, compromising, and collaborating. The TKI is used widely in business and industry to help people explore the dynamics of effective conflict resolution.

Data from the survey will help participants to enhance their conflict resolution skills and to learn what types of conflict resolution are likely to be most effective in transition situations.