



the coaching studio  
LEADERSHIP DEVELOPMENT

# 1:1 Leadership Development

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ADVANCE KEY LEADERSHIP SKILLS



# 1:1 Leadership Development

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High-impact education & coaching program to provide timely, 1-to-1 growth and leadership development for high performers or for leaders in your organization who need extra support.

- ✓ **Focus on Advancing Key Leadership Skills**
- ✓ **Personalized 1-to-1 Coaching**
- ✓ **Practical Takeaways & Immediate Applicability**
- ✓ **Participant Accountability**
- ✓ **Accelerated Leadership Growth**



**OUTCOME:  
IMPROVED LEADERSHIP  
EFFECTIVENESS**



# Created for leaders to **advance** key leadership skills.

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1:1 Leadership Development is ideal for the following leaders:

## LEADERS IN TRANSITION

- Successful individual contributors new to their leadership role
- Current individual contributors who need to develop their leadership competencies
- Emerging leaders who will potentially undertake expanded roles

## HIGH PERFORMING LEADERS

- Valued leaders who are vital to retain
- Growth-minded leaders with a commitment to continuously expanding their leadership skills
- Future executives who are part of your succession plan

## LEADERS NEEDING SUPPORT

- Leaders who need to bridge a leadership skills gap
- Leaders who aim to strengthen a leadership weakness
- Leaders who must pivot their current leadership approach



# Program Offerings

Advance your leadership capabilities by focusing on one of our many program offerings.

## Not Sure Which Program Offering is Right?

Consider a Leadership 360° Feedback process to identify key learning opportunities.

+ Leadership Foundations

+ Presentation Skills

+ Leadership for Technical Experts

+ Leadership Impact with EQ

+ Effective Communication

+ Influencing without Authority

+ Managing Performance

+ Performance Feedback

+ Leading Remote & Hybrid Teams

+ Leading Through Change

## 1:1 LEADERSHIP COACHING

VS

## 1:1 LEADERSHIP DEVELOPMENT

Coach's Focus: **Thought Partnership and Support**

A thought-provoking and creative client-led process that inspires and supports leaders to maximize their potential.

### FORMAT

- 4-month coaching engagement
- 1:1 coaching sessions focused on client's goals
- Phone and email support between sessions

### EXPERIENCE:

- Coaching agenda is driven by the leader to discuss goals and topics that are important to their growth
- Coach asks powerful questions, listens actively, champions, and challenges the client
- Coach provides support to build self-awareness, shift beliefs, remove inner blockers, and bolster accountability

### Best for:

- Leaders in transition
- High performing leaders
- Successors and high potential leaders

Coach's Focus: **Teaching and Advising**

Focused learning to develop fundamental leadership skills with the 1-to-1 support of an expert coach.

### FORMAT

- 4-month curriculum
- Series of research-based education modules
- 1:1 coaching to enrich learning

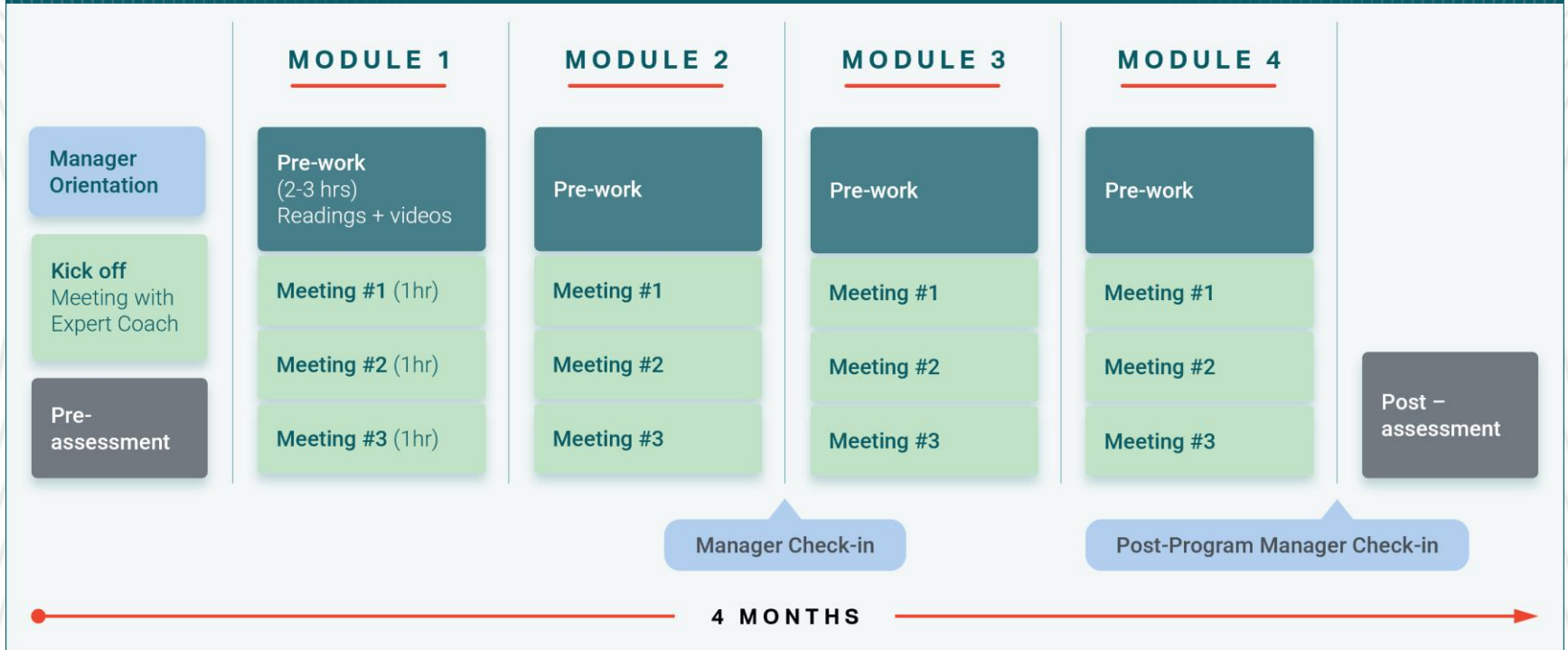
### EXPERIENCE:

- Coach transfers knowledge and skills to meet identified learning objectives
- Coach provides models, frameworks, and structure
- Agenda is driven by a defined curriculum with the support of a coach to contextualize the lessons learned

### Best for:

- Leaders in transition
- High performing leaders
- Leaders needing support

## PARTICIPANT EXPERIENCE



## MODULE MEETING PLAN

### Meeting #1

**Build Skills & Awareness:** Interactive learning of key leadership concepts and skills development; building awareness and individualized planning for application in the workplace.

### Meeting #2

**Apply & Practice:** Action the learning with the support of your Coach while receiving feedback and gaining confidence for on-the-job application.

### Meeting #3

**Debrief & Align:** Reflect and debrief applied action and align on the next steps.



## Ready to invest in your leaders?

Reach out to one of our Leadership Consultants, or email [team@thecoachingstudio.ca](mailto:team@thecoachingstudio.ca) to learn more about the 1:1 Leadership Development program.