








Authentic Leadership

Corralling Chaos, LLC

Objective and overview

The purpose is to help company leaders better realize their potential and improve their organizational impact. An initial assessment for every leader will capture baseline information. From that data, a tailored coaching plan will assist each leader to intentionally develop more effective behavior patterns over several weeks of coaching. This will increase their relationship power, to improve business results for the team and company.

Methodology: Cracking the Code of Human Potential™

-  **Exploring:** Situational awareness interviews with key client stakeholders
-  **Targeting:** Intentionally design solutions to align intangibles to program goals and P&L
-  **Activating:** Launch project, promote objectives, establish participant viewpoints
-  **Experiential Training:** Deliver blended learning via 1:1 coaching
-  **Reporting:** Participants present their learning & improved outcomes to key stakeholders

Exploring

We will discuss the current situation with the client, to understand their needs for 360° assessment and coaching of key leaders.

Targeting

Prework: For each leader, a feedback survey will be provided, when requested, from:

1. The leader's manager
2. The selected HRBP or HR designate
3. Supplemental Input
 - a. Direct reports
 - b. Leader peers.

The survey format is a customized, automated online feedback tool, taking roughly 10 minutes to complete. The survey will seek open comments as well as input on specific issues, including:

1. Communication
2. Team leadership and collaboration
3. Adaptability
4. Openness to feedback
5. Risk-taking

Activating

Coaching: Based on the findings of the 360° assessment, each leader and their coach will identify 3 – 5 behavioral goals for development.

Experiential Training

The coaching sessions have the following schema:

- Session 1
 - Review feedback survey results; ID development goals, define specific behaviors & triggers, sign coaching contract
- Session 2-8
 - Behavioral change: self-awareness, accountability, support, mid program review.
 - Operationalize the ‘3 Rs’ of new habit formation (Reminder, Routine, Reward):
 - Empower participants to generate ideas & approaches to adapt their behaviors.
 - Identify intentional practice routines, track and assess those new habits.

Reporting

- Session 9
 - Review results of development goals, compare individual awareness to coach insights.
- Coaching Progress Reports
 - Delivery of final reports to each leader’s upstream manager and the HR lead

Logistics

1. Nine 50-minute sessions per leader
2. One session every week or every other week
3. Duration of 3 months, determined by scheduling
4. We request 24 hours notice for cancellations or rescheduling
5. Participant is expected at each session w/in 10 minutes of scheduled start; coach will inform participant of any delay on their part; a missed session can only be made up on that day within standard business hours
6. Location: Virtual (via Zoom or similar video conferencing software)