

## WAVE - Leadership Development

Traditional leadership training may fall short of achieving results for one of two key reasons:

- They don't address the root cause issues that your people are facing.
- They don't reinforce new habits over a long enough period of time.

The result is that people return to old workplace habits without making meaningful changes.

***Leaders are not trained, they are DEVELOPED.***

We break through these challenges by guiding your organization to choose the exact competencies that drive ROI. Additionally, we help your people turn insights into actions every step of the way through action plans, assessments, peer coaching, and one-on-one professional coaching. Along the way, your people build a leadership community with direct feedback from our experienced facilitators and coaches. This powerful combination of professional development opportunities leads to real change in your leadership culture.

### What you get:

- A 24 to 28 week program
- Your choice of three competencies
- Seven, three-hour facilitated discovery sessions
- Leadership action plans
- Guided process for peer coaching
- Four hours (per leader) of professional accountability coaching
- A DiSC® session/individual reports
- A 360° feedback assessment/report/group session



Facilitated sessions occur one to two weeks apart from each other. Professional and peer coaching sessions are interspersed between facilitated sessions. We will work with you to determine the specific timeline based on your needs.

## Available WAVE Leadership Competencies

Your organization chooses three competencies based on the unique needs of the cohort. The cohort size is kept small (six to ten individuals) for a more personalized learning environment. The facilitated sessions (based on our proprietary leadership curriculum) associated with each competency defined in the graphic below address between two and four key learning objectives.

