



Is Your Team a 10?

Is your team willing and courageous enough to have the tough conversations?

Do they share resources?

Do you have a new team that has big goals to deliver?

Do your team members have competing priorities?

Is there tension and conflict on your team?

Does the team sacrifice the "me" for the "we"?

Wondering What It Would Take to Get There?

- Try our Stakeholder Centered Team Coaching process. It can resolve all those challenges.
- We help teams quickly identify their barriers in working together, and close the gap between today's performance and where they need to be.
- Not only that, the process delivers positive, measurable change that can generate an average ROI between \$3.2M to \$5.5M annually, as calculated by our clients.



Guaranteed ■ Measurable
Leadership Growth



"As the leader of our company, I wanted to improve. Once I experienced Stakeholder Centered Coaching, I knew my senior leadership team could use it, too. It was the best investment I've ever made in the team."

- President



"Our team is having conversations that we've never had before. This is helping us accomplish our goals earlier and with less drama."

- Senior Vice-President



THE "WHY" OF STAKEHOLDER-CENTERED TEAM COACHING:

- Changes the focus of the team from individual silo goals to achievement of the team goal.
- Delivers spaced repetition and feedback to create and reinforce lasting behavioral change.
- Provides team members with the arena to get feedback that can be hard to hear, but makes a meaningful difference.
- Offers suggestions to each team member for the future, what we call feedforward, which is important for creating lasting behavioral change.
- Measures change monthly by the team members who are each other's stakeholders.
- Provides a cost-effective way to develop a group of leaders.

We help the team close the gap between where they are and where they need to be, and then engage each member in identifying the behavioral change needed in themselves to meet the team goal.

WHAT YOU GET:

The ability to deliver significant results in a new way, through:

- 4 customized team meetings over 6 to 9 months
 - Insights Discovery Personal Profile
 - Team kick-off meeting
 - Mid-point measurement
 - Final measurement
- Monthly customized one-on-one coaching for all team members
- Tools and resources to use throughout the team's journey
- 2 on-line mini-surveys measuring progress against team goal



*If this process sounds like it delivers great results,
it's because it does!*

STAKEHOLDER CENTERED TEAM COACHING PROCESS

CREATE TEAM FOCUS

Team Members
Rate Team

Team Chooses How to
Close the Gap

Team Decides
on the Goal

IMPLEMENT ACTION PLANS

Team Analyzes
Cost/Benefits of Team Goal

Each Team Member Chooses a
Goal to Achieve Team Goal

Individuals Finalize
Action Plan

Coach Each Team
Member Monthly

MEASURE IMPACT

Rate Goals
Monthly

Measure Results via
Mini-Survey

Assess Team &
Individuals' Final Results



"This has changed the team mindset in significant ways. I never knew we could accomplish so much together."

"I didn't know I was so hard to work with, and while it was hard to hear, it's made me a much better leader and team member."

"It's made a \$3 million difference in our ROI this year, and we weren't sure we were going to be able to do that. I cannot endorse this program enough!"



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