

Leadership Development

Combining Executive Mentors, Coaching, Diverse Peers, Thought Leaders and Commitment

How it Works

- ❖ **Marriage of Peer & Executive coaching:** Professional development that fosters trust, respect, collaboration, emotional intelligence, multidimensional thinking and innovative results
- ❖ **Individual Coaching:** Reaching professional & personal goals in today's challenging environment
- ❖ **Sustained Authentic Dialog:** Exchanging ideas & solutions about relevant topics & methods
- ❖ **Focus on Career Competencies & Core Leadership Behaviors:** New insights are embedded in action, commitment and support
- ❖ **Developing Connections Knowledge & Respect:** Perceived barriers based on personality, cultural, gender & generational preferences dissolve.
- ❖ **Confronting Current Issues:** Business, leadership and life concerns are dealt with using new insight, resilience and perspective

The Need for Coaching, Mentoring & Feedback

Read the following reported by The Hay Group: More than 50% of Fortune 500 companies use executive coaches and six out of ten companies offer coaching to mid and senior level managers. ROI from the study is 529%. Coaching is the best strategy & methodology for successful leaders.

Here is what the MIT Sloan Management Review has to say: "With today's fast-changing technology, increasingly global, multi-cultural and team based work environments, no one mentor can possibly provide the guidance, exposure and opportunities so essential to effective management of current challenges or preparing for current and future leadership roles."

Customized 12 Month Programming Thousands of Graduates since 2003

Variations Include

- ❖ **Coached Power Mentors** – internal and external executives connect with participants adding personal insights and life lessons
- ❖ **Optional Leader Coach Training** – program provides mentoring & engagement that will permeate the entire organization.

Detailed Data Survey Twelve Month Impact

- ❖ 83% experienced increased engagement and enthusiasm for their work
- ❖ 70% established increased commitment to their organization
- ❖ 84% gained higher engagement with bosses or colleagues with positive outcomes
- ❖ 76% developed improved leadership and management skills
- ❖ 77% are more proactive in directing their career and taking on new responsibilities

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Cheryl Alexander & Associates

Leaders Engaging Hearts and Minds