

## Executive Coaching: *The Transitioning Leader*

### Description

*The Transitioning Leader* is a 90-day, high-intensity one-on-one coaching experience that accelerates an executive's successful transition into new roles. Whether fleeing up in the senior ranks or moving into a new business area or adjacency, increased stress, anxiety, and feelings related to overwhelm, imposter syndrome, stereotype threat, and other forms of cognitive load commonly hamper performance.

*The Transitioning Leader* engagement helps clients identify and balance what they need to become with what they want to become. Focusing on strengths, this three-month coaching experience puts leaders on the path to mastering their new roles as their most powerful, best, and authentic selves.

Including a personalized Gallup *CliftonStrengths*<sup>®</sup> assessment and coaching session, the client identifies and explores their own unique talents. Using those talents as a starting point, the client works with the coach to develop a holistic gameplan to manage the transition in every aspect of their life. Through a mixture of executive, relationship, and health coaching strategies, the client learns to build the trust, engagement, focus, energy, and a shared sense of purpose on both personal and organizational levels.

### Coaching Objectives

At the end of the experience, participants will:

1. Understand how to achieve personal and professional success by applying their greatest strengths and talents in their new role.
2. Identify and deliver the types of support and assistance that are most helpful to others on the team.
3. Apply the power of stories to overcome overwhelm, paralysis, or other self-limiting emotions that undermine success.
4. Employ a growth mindset to build grit and resilience in the face of adversity.
5. Apply techniques and strategies to improve professional interactions, including increasing the ability to communicate, connect, influence, and persuade others.
6. Learn how to establish small habits that to get on the path to mastery in the areas of wellness, relationship-building, resource management, and leading with purpose.

### Who Benefits?

The program provides value to both the individual and the organization by accelerating the client's transition into an effective, reliable, strengths-based leader. The program's underlying philosophy is that every individual has a unique and powerful contribution to make to their team's results and success by finding alignment between personal and enterprise goals.

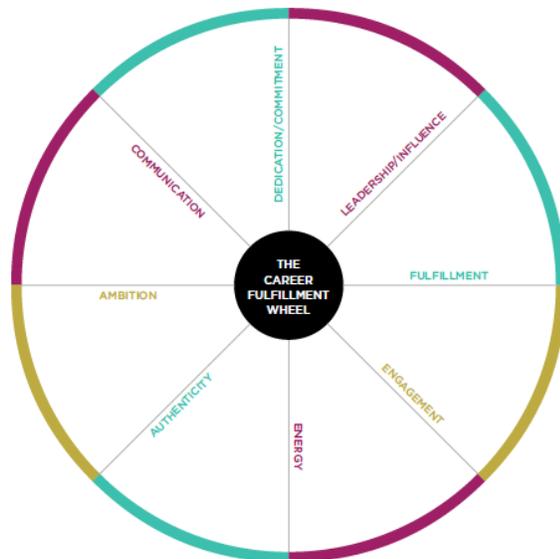
Built on the principle that the best leaders proactively manage and lead themselves, the program explores how various aspects of their lives interrelate. If managed well with the application of some simple, straight-forward strategies and techniques, the transitioning leader brings the best, most powerful version of themselves to work each day. This holistic approach leads to organizational gains marked by more positive interactions with colleagues and clients, heightened creativity and innovation, and a corporate executive who tells their friends and family they work for a great organization.

## What's Included?

A **90-minute “Open the Relationship” (OTR) conversation** that identifies the client’s goals and objectives, thereby serving as a baseline for a follow-on coaching plan tailored to the client’s individual needs.

Following the OTR, the engagement includes **12 hourlong one-on-one sessions with an executive coach** certified in career, life, health, and Gallup *CliftonStrengths*<sup>®</sup> techniques.

- Each session includes a status check of career success and fulfillment in line with the client’s established goals. This is followed by identification of new or remaining obstacles, after which the client works with the coach to establish small steps and experiments designed to overcome those obstacles – “empowered actions” –which they take over the course of the next week and then reassess with the coach.
- Among potential themes explored are:
  - Interpersonal relationships up, down, and across the organization (communication, comport, and connection)
  - Leadership presence, influence, and persuasion
  - Time management and work-life balance
  - Resource and risk management
  - Stress management and resilience
  - Personal and organizational health



A Gallup *CliftonStrengths*<sup>®</sup> assessment and follow-on coaching session designed to identify innate talents that can be leveraged to achieve the client’s goals.



**A personalized summary of each session** highlighting the client’s progress and noting areas for further focus.

**Curated learning experiences** aligned with the client’s coaching priorities, to include but not limited to reading assignments, including articles, books, and audio/video materials, and self-paced exercises and journaling prompts.

## Level of Effort

The client should expect to invest 2-3 hours of work per week outside the scheduled coaching sessions.

The client also will need to sign a [Client-Coach Agreement](#), a sample of which can be found on the [Black Lotus website](#) under the “[Coaching](#)” tab.

