

Our affiliate coaching program is with Sherpa Coaching who has revolutionized coaching with the publication of *The Sherpa guide: Process-Driven Executive Coaching*. It has become the leading text for executive coaching certifications, endorsed by eight major universities. This program specializes in helping managers and their organizations optimize positive leadership behavior via a proven business process. Sherpa works specifically on **business behaviors** not individual skills' sets for their positions within the company. We create an *Impact on Business* (IOB) through leadership that promotes positive performance.

Positive Skills + Positive Behavior = Positive Impact on Business (IOB).

A Sherpa program is a presentation and interactive discussion about coaching techniques and tools to learn how to become a coaching manager. Sherpa has a proven track record of providing tools that immediately improve employee accountability and productivity. Maximizing leadership effectiveness then creates a 'ripple effect' throughout the company

Executive coaching is a process of facilitation, detailed and clearly documented, that creates positive change in business behavior. An executive coach is an expert facilitator who works one-on-one, meeting frequently with an executive or senior manager to create positive changes in business behavior within a fixed time frame. An executive coach also presents programs for groups to improve communication skills.

The model for the Sherpa coach is the Himalayan guide. Of all mountain escorts, Sherpas are the most knowledgeable. They help climbers choose a course and reach the summit. In the same way, Sherpa coaches guide, provide tools, and share knowledge of the best path for their clients to follow.

Our coaches are experts in leadership development and management coaching, and have worked with Fortune 500 companies including Toyota, Black & Decker, Orr Protection, Procter & Gamble, Oshkosh Industries, L'Oreal Manufacturing and US Bank.

Objectives The program objective is building a consistent approach of creating excellence, improving management communication skills, and maximizing the effectiveness of each team and is designed to:

- Create learning initiatives that provide the biggest impact on improving performance.
- Deliver development initiatives for immediate performance results at all leadership levels.
- Articulate strategic priorities for the communications skill set of management staff.
- Align initiatives and practices with on-site training based on the Sherpa Coaching process.
- Support critical initiatives for improved team and corporate performance.

Sherpa also creates a motivated leadership team with the ability to:

- Set a consistent standard of excellence for business behavior throughout the company.
 - Communicate expectations with enhanced precision, clarity and focus.
 - Better manage and contribute more effectively to business objectives.
 - Facilitate improved business behavior in others.
 - Utilize effective communication to develop individual and team productivity.
 - Motivate employees to be accountable for their own business performance.
 - Create an *Impact on Business* (IOB) through leadership that promotes positive performance.
- Positive Skills + Positive Behavior = Positive Impact on Business (IOB)

Program Offerings Executive one-on-one coaching, as well as custom designed programs are available for your teams and leaders. Please see the addendum at the end of this document for the complete list.

Executive One-on-one Coaching - Individual Sessions

Executive coaching is defined as regular meetings between a business leader and a trained facilitator, designed to produce positive change and sharpen a manager's coaching skills in business behavior in a limited time frame. The Sherpa process is detailed in the book *The Sherpa Guide: Process-Driven Executive Coaching*, a university text written by the Sherpa team.

The one-on-one coaching follows the Sherpa leadership process. The results of the manager's completed DiSC assessment document will be shared with the Sherpa coach and kept confidential. This assessment of their communication and work style is designed to recognize what the executive's communication style is, how to recognize others' and appreciate the differences, and how to immediately improve their communication with other people.

Each executive's coaching engagement consists of meetings, every other week, onsite and held in person if possible.

An executive contact facilitated meeting is held with the client and their immediate supervisor at the initial start-up meeting and a final wrap-up meeting.

Coaching Skills for High Performance Program (for Managers and Executives)

Program Summary

In a dynamic environment, where new leaders, high potentials, and successors must be developed all the time, coaching can make new hires successful, enable promotions and rescue careers. The "coaching leader" provides stability and success in any organization. This program is designed for to give internal talent the capability and passion to lead your organization to the next level of performance - align and share a collective ability to develop innovative solutions, serve as catalysts for change, and drive growth.

It is a relevant, practical, and directly tied to business goals. This program is seamlessly integrated into other developmental initiatives and management systems within the organization.

Program Benefits

When leaders deliver clear expectations, engagement and productivity soar. *Coaching Skills for High Performance* reveals how you'll make accountability a positive force in the workplace, supporting your succession plan in the process. You'll learn:

- A consistent, common way to deliver clear expectations.
- Proven methods for creating a coaching environment.
- Effective communication, higher morale at every level.
- Constructive accountability that makes teams thrive.

The *Coaching Skills for Managers and Executives* program is designed to:

- Create learning initiatives that provide the biggest impact on improving performance.
- Deliver development initiatives for immediate performance results at all leadership levels.
- Articulate strategic priorities for the communications skill set of management staff.
- Align initiatives and practices with on-site training based on the Sherpa Coaching process.
- Support critical initiatives for improved team and corporate performance.

Program Highlights

This program develops managers and executives with the ability to:

- Communicate expectations with enhanced precision, clarity and focus.
- Facilitate improved business behavior in others.
- Utilize effective communication to develop individual and team productivity.
- Motivate employees to be accountable for their own business performance.

How this helps organizations

- Set a consistent standard of excellence for business behavior throughout a company.
- Better manage and contribute more effectively to business objectives.
- Create an Impact on Business (IOB) through leadership that promotes positive performance.

Content and Delivery

Flexible in program length, timing, and delivery mechanisms, this program can be offered as a half-day program, a full day, a two day (without DiSC), and 2.5 day (with DiSC).

Communication and Team Effectiveness

Program Summary

Team effectiveness focuses on clarity and understanding about communication and what it takes to create an effective team. In this offering, a team learns the four basic communication styles and how to accommodate each one. The leader then gets to set their expectations around what it will take to create an optimal team.

Program Highlights:

A powerful program based on the DiSC assessment for communication styles. It's a 'game-changer' for a leadership team. Team Effectiveness combines training in communication styles with 'on the spot' coaching to create positive changes in business behavior and generate real cooperation.

How this helps organizations

Perhaps you have a management team that doesn't cooperate well, because they do not communicate well. When a team learns the four basic communication styles, things get better. This program includes a personal style assessment for each participant. They'll know their own style, when to temper it and when to adapt to others' styles. Communication between team members improves. Good things start to happen.

Content and Delivery:

Based on the classic DiSC assessment, this program is taught by leading educators in executive coaching. Attendees learn the four basic communication and work styles, how to recognize them, and what each style needs most. Included is a 15-page assessment for each participant, along with interactive work that drives home a message of inclusiveness.

Benefits of this program

After a Team Effectiveness workshop, communication between team members improves. The team is given a gift: they understand themselves and their teammates better. They can operate on a foundation of truth.

Program Objectives

- Understanding personal behavior styles
- Understanding team / group strengths and weaknesses.
- Most important traits for team effectiveness.
- What a team needs to work on to be more effective.
- Action plan for the team to move forward.

Team Leader Assimilation

Program Highlights:

First impressions, created in a controlled and positive environment, get a new leader or a new team off to a running start. The most critical component for a new team leader is the working relationship. Get it started in the most positive way possible.

How this helps organizations

Newly promoted or incoming executives have to get results quickly. Our Team Leader Assimilation helps them do exactly that. Leaders going through this program with their team will be in a better place. They'll deliver expectations using a fresh new process. Their team will understand and act. Team Leader Assimilation goes straight to the fundamentals of communication style. Then, the leader and team come to common terms on values, cooperation and an action plan for better teamwork. What is the result? A months' worth of progress made in a single session. The leader has to be open to the experience and willing to share on a personal level.

Content and Delivery

Prior to the session, the leader and the team work through the DiSC assessment. When that is shared, there's better communication and understanding. The leader and team work separately to arrive at key issues, then reconvene to discuss them.

We focus on communication needs. What does the team need to do differently when it comes to communication? That question is answered in groups and three main communication issues are chosen. The three communication issues are then divided and task forces are created to create sustainable action plans and accountability models.

Benefits of this program

Team Leader Assimilation ensures that everyone is heard. Clear expectations are set from the beginning, eliminating guesswork. When a team and the leader reach full potential, efficiency and productivity soar. This program establishes a firm set of 'win-win' ground rules. The rewards and results are outstanding.

Investment The *Sherpa Leadership programs* include:

- DiSC Assessments
- *BE ... don't do* - Coaching Skills textbook
- Sherpa trademarked coaching education process.
- Customized binders
- Sherpa PowerPoint slides, student workbook and DVD's
- Faculty program design and pre-work
- All faculty travel, hotel, and related expenses

We look forward to supporting you with the skill set of outstanding coaching capabilities. The addendum below includes the complete list of *Sherpa Leadership Institute* programs that can be customized. Thank you.

Sincerely,

Pat

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Addendum

Sherpa Leadership Institute, Programs and Audiences

The Sherpa Leadership Institute programs can be customized for content and scheduling. The attitudes, behavior and skills taught in one program support the entire suite of offerings.

<i>Sherpa Leadership Programs</i>	C-Level	Executives	Successors	Managers	Teams	Champions
Leadership Summit	✓	✓	✓			
Executive Coaching	✓	✓	✓			
Expert Facilitated Coaching (XFC)	✓	✓		✓		
Coaching Skills 101		✓	✓	✓		
Coaching Skills 201		✓	✓	✓		
Team Leader Assimilation	✓	✓	✓		✓	
Team Leader Calibration	✓	✓			✓	
Team Coaching					✓	
Team Unification					✓	
Team Effectiveness					✓	
Executive Coaching Certification (CSC)						✓
Trainer Certification, Coaching Skills 101						✓
Trainer Certification, Coaching Skills 201						✓