



**Deliver
Results &
Inspire
People**

LEADER AS COACH MASTERY PROGRAM (LACMP)

92% of respondents in an ROI study agreed that “the insight, knowledge and skills gained played an integral role in their organization’s ability to meet mission goals”.

“Finally, a training that really makes a lasting difference, both personally and professionally.”

OVERVIEW: Leader as Coach Mastery Program (LACMP) will enable you to create a culture of accountability, engagement, inspiration and respect within your organization. “According to recent research, the single most important managerial competency that separates highly effective managers from average ones is coaching.” - Harvard Business Review*

WHY THIS LEADERSHIP PROGRAM IS DIFFERENT: All the tools and skills in the world are of limited value until people can approach their work with a different mindset. In our program, you gain both: fresh eyes to look at your challenges differently and the skills to address them through demos, mini-presentations, hands-on learning lab, and on-the-spot coaching.

THEORY: This course is based on systems thinking. It is grounded in neuroscience, social and emotional intelligence, coaching principles, organizational learning, adult learning principles, and evidence-based practices.

* “You Can’t Be a Great Manager if You’re Not a Good Coach”
<http://hbr.org/2013/12/how-google-sold-its-engineers-on-management/ar/1>

TESTIMONIALS:

"The program provided me with specific tools to identify what clouded my decision making, and helped me identify how to change that to better approach conflict."

"The program has allowed me to better deal with potentially explosive situations; having a respectful disagreement and bringing it to a positive conclusion."

"This workshop provided me the skills to be an active listener as well as how to utilize questions. Prior to this workshop, I would have been prone to just giving direction, advice or solving the problem for them."

OUTCOME = Inspired High Performing Workforce

- **Increase Accountability**
 - Confidently and effectively address poor performance and dysfunctional dynamics.
 - Skillfully give and receive feedback and support, consistent with existing Airbus models.
 - Use delegation as a developmental tool while achieving the results you want.
- **Increased Engagement**
 - Create a positive, supportive and result-oriented culture.
 - Learn how skillful listening, questions and advice enhance communication.
 - Navigate emotionally charged conversations productively.
- **Increased Ownership**
 - Keep the monkey off your back while building workforce capacity.
 - Create a culture of learning rather than blaming.
 - Balance firefighting and deadlines with strategic perspective.
- **Increased Well-Being**
 - Focus on the business of leadership and refrain from the temptation to do it yourself.
 - By focusing on the solution vs the problem, everyone feels less stressed and more inspired.
 - By empowering your team, they experience more job satisfaction.
 - By increasing positive communication, it improves the overall morale of the team.

ABOUT OUR TEAM



Cynthia Way, MCC
Way To Go! Inc. Owner
& Co-creator of LACMP

- 34 years of coaching and leadership experience
- Award-winning company
- 13 year career with the CIA
- Served on the Board for the Society for Organizational Learning, the Big Big World Project



Deborah Reidy, PCC
Coach & Facilitator
Co-creator of LACMP

- 44 years of experience in leadership
- Holds a MEd in Adult Education and a Certificate in the Foundations of NeuroLeadership
- Author of *Why Not Lead?* book used as text in many leadership programs



Shelley Pernot, PCC
Coach & Facilitator

- 25 years of leadership and coaching experience
- Award-winning author of *Running on Empty: The Irreverent Guru's Guide to Filling up with Mindfulness*
- MBA in international business, CPA and a hatha yoga instructor



Selena Reames, PCC
Coach & Facilitator

- Somatic practitioner, occupational therapist, and an ICF Professional Certified Coach trainer.
- Trained extensively in human potential and development, meditation, bodywork, trauma and somatic healing modalities