

# BLENDLED LEADERSHIP COACHING

**Blended Leadership Coaching** is a learning and development experience that combines current research regarding human motivation, leadership best practices, and personalized coaching around a leader's real life and current issues and challenges.

The Blended Leadership Coaching Program effectively blends state of the art coaching concepts and information with hands-on, practical implementation practices. The unique format of four two hour workshops, four group coaching sessions, and four private coaching sessions allows for the practicing of new learning and understanding in real-life situations with the opportunity to discuss the impacts and improve effectiveness going forward.

This is an intensive leadership development experience designed to provide insights and tools to transform mindsets and skillsets for optimum leadership impact and influence.

## Participant Commitment:

- Minimum commitment of 5-7 hours per month
- Willing to apply new skills in work environment
- Will actively participate in all program experiences
- Will complete assignments in a timely manner
- Will support fellow participants

## Sponsor Leader Commitment:

- Meet with participant at least once per month for 15 minutes to discuss progress
- Assist participant in developing goals for program
- Support participant in their leadership development

## What makes this program unique?

Our comprehensive approach! We combine training, 1:1 coaching, mentoring, and small group discussion to create a powerful and meaningful experience that creates long-term transformation.

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## Workshop Themes:

### Workshop One: Mindset- Being deliberate with focus and energy

- Gain a clear understanding and appreciation of the role adversity plays in our growth and development.
- Learn how to reframe stressful experiences from frustrating and negative to productive and positive.
- Discover how to cultivate emotional, physical, and psychological regulation in overwhelming situations.
- Understand why calm is your superpower that enables all of your abilities, strengths, and brilliance.

### Workshop Two: Accountability- Leading with integrity

- Getting crystal clear on values
- Understanding the core leadership skillsets
- How to develop purpose-driven goals
- Aligning behaviours to our values even in difficult situations or while in conflict

### Workshop Three: Emotional Intelligence- Understanding the non-negotiable human element needs

- Understand the core human element needs that are always at play
- Develop a clear and caring approach to meet the real goal within any interaction.
- Build stronger insight and capacity around relationship development
- Understand that human connection is essential for a fulfilling work experience

### Workshop Four: Communication- Engaging in relevant conversations with others

- How to keep it real with timely, direct, and caring conversations with others
- Practical perspectives and strategies to stay calm and focused on discussing emotional and stressful issues
- The anatomy of a difficult conversation and how to ensure you are prepared and confident in each phase
- How to give and receive feedback as a vehicle for learning & growth

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## Group Coaching:

Each month participants will gather for a facilitated meeting to discuss:

- experiences with applying the content
- practices they have found helpful
- challenges they would like support on
- questions regarding course content

The group coaching session is also a time to receive coaching from Patricia.

## 1:1 Coaching:

Once a month each participant will have a private coaching session with Patricia.

## Optional- 360 Feedback Assessment:

Understanding real-time leadership influence. Components in the 360 include:

- A private intake discovery session to personalize the question template.
- Generation of a list of 5 individuals the leader works with (manager, peer, direct report, customer, etc...) they would like feedback on in regard to their leadership influence
- Private interviews with each individual (including the leader)
- Themed report generated that outlines the leader's influence - both positive and negative
- Debrief meeting to discuss the report and generate an action plan

This is a valuable addition to the Blended Leadership Coaching Program.

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## About Patricia Zeggelaar

Patricia is CEO of Integrated People Solutions and creator of the Blended Leadership Coaching Program. For more than twenty-five years Patricia has been designing and leading learning workshops and processes for leaders. As a coach, educator, and facilitator, her goal is to provide leaders with powerful learning experiences that translate into a more effective and meaningful workplace. She has extensive experience managing a vast variety of client projects and has worked with small and large companies as well as those in the private, public, and not-for-profit sectors. As a facilitator, her expertise is to encourage and manage full and honest participation from all individuals and successfully arrive at agreement with high-quality decision making. As an educator, she has the ability to provide participants with valuable, relevant, and evidence-based information in a way that everyone finds compelling and enjoyable. As a coach, Patricia has helped countless leaders develop the insights and practices necessary to influence and inspire high-performance work cultures. In addition, Patricia has extensive experience in diagnosis methodologies designed to capture relevant and meaningful data to inform and support leaders in transformation and change initiatives.