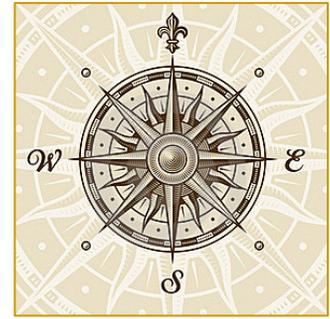


THE COMPASS

TEAM LEADERSHIP COACHING PROGRAM

*Leverage the Power of Your Teams to Navigate Change
& Excel in an Unstable Environment*

“Change is a Prerequisite for Survival”



Organizations can become structured and stagnant – and so do leadership teams. When this happens, organizations need more than incremental change. Incremental change usually does not disrupt your past patterns – it’s an extension of how you’ve always done things. During times of environmental and economic turmoil a deeper, breakthrough change is needed - change that helps you understand your individual and team behaviors aligned with breakthrough thinking and inspired action that leads to new behaviors. This change requires expanding your known techniques and abilities and to learn how to stay centered and make decisions more organically, to act quickly in a coordinated way, leveraging the skills from all team members and everything around you. The *COMPASS Team Leadership Coaching Program* brings these skills to your team.

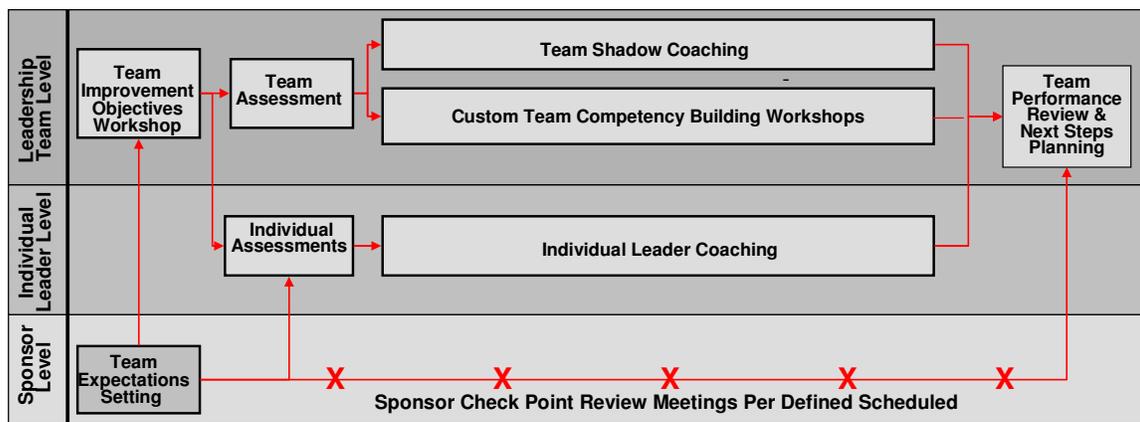
Who Is COMPASS For: Executive / Leadership Teams who:

- Need to enhance their overall team performance
- Must improve company performance during challenging economic times
- Are experiencing high levels of stress and team dysfunction
- Lack alignment in their workforce; where trust, inspiration, and creativity is eroding
- Are experiencing ineffective team decision making and a lack of follow through on their decisions
- Are experiencing challenges in communicating authentically with one another and with the greater organization
- Lack clear team values, trust, and commitment
- Are not leveraging the strengths of every team member to increase their success

How the Program Works:

- The *COMPASS* program focuses on aligning and achieving team goals by providing: **Team coaching** (which includes face-to-face team shadow coaching team assessments, and new teamwork competency building; and **Individual team member coaching** (which includes individual assessments, team feedback. The team coaching and individual coaching are both focused to create positive shifts in behaviors to align the organization’s value, strategies, and goals.
- **Core Elements of the Four/Six Month Program:**
 - Sponsor Meetings to Define Expectations
 - Teamwork Improvement Objectives Workshop
 - Individual Coaching (assessments, individual objectives, bi-weekly coaching sessions)
 - Team Shadow Coaching (observation and real-time coaching as needed during selected team meetings)
 - Custom Teambuilding & Competency Building Workshops (to work through complex problems, establish new behaviors and build new team skills)
 - Results Summary and Next Steps Team Planning
 - Alignment of Company Vision and Strategic Planning (optimal component for organizations who do not have clear Visions and Strategic Plans)

Typical *COMPASS* Program Flow:



The Key Benefits & Performance Review of *COMPASS*:

The individual coaching, team coaching, and face-to-face team facilitation yield:

Confidence: To improve your team's ability to act *courageously* to 'face everything and avoid nothing', resulting in the team's ability to remove obstacles in decision making. They will learn how to face business and personal issues in a *confident*, open, and timely manner – even when all information is not available.

Openness: To create a climate of *openness, trust, and transparency* in your leadership team, resulting in higher levels of alignment, commitment, and inspiration across your organization.

Measurable: To maximize your organization's performance by working at multiple levels to improve core competencies and to instill new behaviors of both individuals and teams. Team members learn to take unconditional responsibility for them selves, their team, and their organization's performance. *Measurable accountability* is a core element of the program.

Purpose: To ignite passion and commitment to your mission and purpose. When a leadership team aligns to a common *purpose*, that alignment can ignite *passion* throughout the organization. This is a shift from 'me to we' and it will result in new levels of achievement for both individual team members and positively impact overall organizational success.

Achievable: To align our team around a common set of achievable goals. Individual and team objectives are defined at the beginning of the program and they are *achievable* when the team is committed and accountable to one another in shifting their behaviors.

Systems Understanding: To better understand the impact your team's decisions have on the whole organization. The *COMPASS* process is structured to teach your team to look at your organization as an 'integrated whole system'. Organizations are complex and by utilizing a *Systems Thinking* approach, your team will learn to understand and shift their performance that can result in unintended consequences causing sub-optimal performance.

Strategic Thinking Capacity: To elevate the perspective of the team from near-term, tactical issues to long-term goals. Your *strategic plans are the map to your vision*. By assuring true innovation is built into your strategic plan, assuring your leadership team is aligned to your strategic plan, and assuring clear communication of your plan throughout your organization, your team will navigate a clear path of create organizational commitment, alignment, the ability to deliver more successful results.

Why the *COMPASS* Team Leadership Coaching Program Is Different:

- The success of the *COMPASS* program is due to the integration of the core program elements – *individual coaching* with *team coaching*, and in having clear organizational goals/measures.
- By working at the behavior level with both individuals and with the team, superior results can be achieved more quickly and sustained long term.
- Program coaches, Lynda Davis and Ron Benton, have over 40 years of business consulting experience and both have successfully confronted challenging team issues as business leaders themselves. They are experts in team facilitation, and are certified in executive coaching, communications, and other team leadership programs.



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Pricing & Timing Availability:

- Pricing is contingent upon the size of your Leadership Team. We will do our best to meet timing to help your team be successful. The overall program is flexible to make it *affordable* to most organizations. For more information, please contact Lynda or Ron for more information.

"In working with Lynda, the processes we have worked through have been effective but the outcomes – the changes in my life - are what truly excite me and what have made our work together so meaningful. I am more complete, balanced, confident, joyful and most importantly – healthy – as a result of my discoveries in working with Lynda. I see the Senior Team I lead more at ease, yet more committed to excellence because of the changes we have made. The organization I lead looks very different today... fresher, friendlier, fun, productive ... I've changed and that has changed my organization. That would sum up the value of my work with Lynda."

Anne Rieck McFarland, President and CEO, South Dakota ACHIEVE

"Ron Benton was engaged by ING Global Finance to rollout the Master of Financial Communications workshop globally in March 2008. Since then he has presented delivered over 2 dozen workshops in 12 nations across the world for Banking, Insurance and Investments. In total over 500 participants have benefitted from Ron's facilitation and coaching. He has made a profound impact in helping ING Global Finance to improve its quality and capability of Financial Communications throughout the organisation. The number of workshops and referrals received attest to the quality of his work and integrity."

Lennard Yong, Global Leader - Finance Communications; Co-CEO, ING Insurance Hong Kong