

# Women in Leadership™





# Women in Leadership™

## Accelerate Women's Careers Through Coaching

Having women at the top of your org chart is more critical than you may realize. According to Catalyst\*, companies with more women executives see a 53% higher Return on Investment, 42% higher Return on Sales and 66% higher Return on Invested Capital. *We can't think of a more solid investment strategy.*

Although women enter the work force at a higher rate than men, they're significantly under-represented in the upper tiers of org charts. That's not just unfortunate; it's bad business. Research is clear that more diverse executive teams drive better performance. By identifying high potential women leaders and coaching them to develop new capabilities, your company will see dramatic results.

As a second-generation, women-owned business, IMPACT Group takes women's development personally. Our Women in Leadership™ coaching program applies our three-part career accelerator model to coach women to enhance their:

- > **Personal effectiveness**
- > **Business acumen**
- > **Corporate visibility**

One-on-one coaching and a tailored development plan empower women to reach their full potential and influence. Cohort coaching circles encourage the group of women to share and learn from one another. The women's managers and company senior leaders can also play a key role in developing current and future women leaders.

\*Catalyst.org, The Bottom Line: Corporate Performance and Women's Representation on Boards

### Women in Leadership Components

- > Individualized one-on-one coaching
- > One-on-one coaching for participants' managers
- > Access to self-assessment tools, such as 180° career accelerator, MBTI or Birkman Method®
- > Individual development plan
- > Cohort learning experiences—with virtual coaching circles on key topics related to women's development
- > Senior leadership support opportunities
- > Optional onsite Kick Off and Wrap Up events



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### A Critical Move for Your Succession Pipeline

#### Achieve Breakthrough Business Performance

IMPACT Group's Women in Leadership program is designed to:

- > **Retain and develop** top female talent
- > **Invest** in high-potential women
- > **Accelerate the career development** of future women leaders
- > **Increase engagement and effectiveness** of current women leaders
- > **Help companies meet and exceed quotas** for women in leadership positions



# High IMPACT Teams™



# High IMPACT Teams™

*Unleashing Team Potential through Team EQ™*

In business environments, collaboration is the new black. Projects once handled by individual employees are now tackled by teams of people, often from across departments. All that diversity inspires creativity and innovation. But it can also complicate decision-making and create conflict. Is it possible to leverage the benefits of team-based work environments while avoiding the potential downfalls?

## High IMPACT Teams Components

- > One-day or one-and-a-half day interactive workshop
- > Team building activities with an option to add a community support program
- > Birkman Method® Assessment and debrief
- > One-on-one coaching
- > Individual action plans
- > Follow-up application activities

It's entirely possible, and team emotional intelligence (Team EQ™) is the key. High EQ teams understand one another's styles, needs and preferences. They know what stressors have the potential to derail progress, and they know what to do about it. Most importantly, they trust one another. As a result, these high EQ teams are more cohesive, more committed and more effective.

*Fortunately, Team EQ can be developed.* High IMPACT Teams is a blended learning program that builds Team EQ through the Birkman Method® Assessment, one-on-one coaching, in-person workshops with interactive activities and individual-based learning to build skills in five stages:

- > Self-awareness
- > Self-management
- > Awareness of others
- > Managing relationships
- > Leading self and others

## Accelerate Team Performance

### *Leverage Team EQ to Drive Organizational Results*

Tailored to your executive, management or employee teams, High IMPACT Teams will empower your leaders and staff to:

- > **Develop awareness** to better understand themselves and the people with whom they work.
- > **Improve communication** with everyone on their team.
- > **Build trust** by identifying and eliminating barriers to trust in your organization.
- > **Reduce non-productive conflict.**
- > **Proactively improve the speed and effectiveness** with which teams manage change and related decision-making.
- > **Achieve measurable results** by assessing your team's current interactions so you can measure their Team EQ™ over time.



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A close-up photograph of a man and a woman in professional business attire. The man, on the left, has a beard and is wearing glasses, a dark suit, a blue shirt, and a dark tie. The woman, on the right, has blonde hair and is wearing a light-colored blazer. They are both looking down at a laptop screen, which is partially visible at the bottom of the frame. The man's hand is on the laptop trackpad, and the woman's hand is near the keyboard. The background is a soft, out-of-focus office environment. The overall tone is professional and collaborative.

# High IMPACT Start

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GROUP®

# High IMPACT Start

## *Seamless Transitions for New or Relocating Talent*

Whether a stellar leader is completely new to your organization or was recently promoted to a top leadership role, transitions are tough. “Sink or swim” is rarely a successful approach to onboarding these new leaders, and without a strategic transition plan, you’re at risk of losing them altogether.

Let’s face it: *Overwhelmed* isn’t a great starting place for a new leader...but they often are. They’re expected to immediately tackle ambitious KPIs and guide multiple team members. If they’re new to your organization, they have the added stress of learning your corporate culture and vocabulary and may even be dealing with the complications of relocation.

At IMPACT Group, we want to see your people thrive, and successfully onboarding key talent requires a strategic approach. Through one-on-one, dedicated coaching that begins before their first day, transitioning employees and their coach will address five key areas during their first 100 days:

1. Organizational culture and priorities
2. Purpose of their new role
3. Stakeholders and strategies to build productive relationships
4. Manager expectations, priorities and style
5. Goals for personal development

### **Kickstart Productivity in New Leaders** ***Moving from the Minutiae to the 20,000-Foot View***

By approaching their new role in a strategic way, your new leaders will:

- > **Develop confidence** in their position and inspire motivation in their teams
- > **Understand their role** and responsibilities—quickly and thoroughly
- > **Lay the foundation** for critical relationships

#### **High IMPACT Start Components**

- > Self-assessment with detailed feedback
- > Six, one-on-one coaching sessions over a four-month period
- > New manager involvement to ensure alignment
- > Application of a strategic framework and 100 day action plan
- > Suggested readings and resources to support the new leader
- > Option to include facilitated on-site sessions with the new leader’s team or stakeholders, typically offered at the most senior levels



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# High IMPACT<sup>TM</sup> Leadership



# High IMPACT Leadership™

## Engaging Employees with Next-Level Leadership

There's a difference between managing work and leading people. When supervisors or managers focus primarily on tasks and to-dos, business gets done. But when they shift their attention to the people completing those tasks, *business moves forward.*

### High IMPACT Leadership Components

- > Daylong workshop ideal for team leads through mid-level managers
- > Facilitated, application-oriented activities
- > Introduction of six foundational leadership tools
- > Tailored workshop to reflect your organization's culture and competencies
- > Detailed individualized action plan
- > Option for assessments
- > Typically paired with one to three follow-up one-on-one coaching sessions

Direct managers have the greatest influence on your employees' engagement, development, productivity and retention. When they take responsibility for providing feedback, supporting career development and inspiring passion and loyalty in their teams, companies gain an unmatched competitive advantage: an intrinsically motivated workforce.

IMPACT Group introduces managers and high-potential contributors to a

new supervisory paradigm—one that's driven by feedback and recognition, rather than by command and control. The daylong workshop is tailored to reflect your mission, vision and competencies, ensuring your organization's unique needs are met. By implementing six High IMPACT Leadership tools from this workshop, your managers will create dramatic improvements in buy-in, participation and engagement from their teams.

### Accelerate Your Management Culture A New Leadership Paradigm

Directors, managers, team leads and high-potential contributors can all benefit from learning to examine and leverage internal motivators that influence employee engagement, including **personal impact, sense of achievement** and **pride of ownership.**

In this program, managers will learn to:

- > Gain rapport
- > Connect role to goal
- > Seek input and cultivate ideas
- > Tap and develop talent
- > Give ongoing feedback
- > Make recognition a priority



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A man in a blue blazer and a woman in a patterned scarf are looking at several colorful sticky notes (green, yellow, orange) held up in a meeting. The man is on the left, and the woman is on the right, pointing at a note. The background is a blurred office setting.

# High IMPACT Coaching



# High IMPACT Coaching

## *Building Your Succession Pipeline*

You're surrounded by potential. You have people in your organization who are anxious to do more—be more—than they currently are. To close the gap between high potential and thriving achiever, they need to be supported. *Challenged. Coached.*

### High IMPACT Coaching Components

- > Self-assessment
- > Individualized one-on-one coaching
- > Detailed individual development plan tailored to your leadership competencies
- > Cohort learning sessions
- > Hands-on, capstone learning activity
- > Online competency-building activities and web-based tools
- > Senior leadership support opportunities
- > Management involvement to reinforce gains

Attention is powerful. When you invest in people and attend to their personal development, they flourish beyond what they could've imagined for themselves. And when your employees are functioning as their best selves, your business will be unstoppable.

By engaging in High IMPACT Coaching, your key talent, including mid-level managers, supervisors and high-potential employees, will be well prepared to guide

your organization into the future—in their current positions or in their next roles. IMPACT Group tailors your program to align with your organization's unique culture, key competencies and strategic succession plan. With their manager's guidance, each participant chooses one or two competencies on which to focus, and then drills down on those key areas through one-on-one coaching, cohort-based group activities and completion of a related capstone activity.

### Build Talent Across Your Organization

#### *Begin Preparing for the Future Today*

By investing in High IMPACT Coaching for your high-potential team members and mid-level managers, your organization will benefit from:

- > **Elevated individual competencies** that align with management and organizational goals
- > **Business gains** discovered through the capstone learning project, both within and across departments
- > **Enhanced employee engagement and input**
- > **Empowered employees** who will more easily step into new roles
- > **Valuable interactions** between high-level executives and employees across all other levels of your organization



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# High IMPACT Careers



# High IMPACT Careers

## *Driving Personal Career Development*

Among the factors that affect job satisfaction, opportunity for career development is consistently ranked as a top driver. Job satisfaction and engagement drive productivity, discretionary effort, work quality and retention. This is why leading organizations stimulate a culture of continuous learning and ongoing career development dialog between employees and their managers.

### High IMPACT Careers Components

- > One-day, interactive workshop for employees
- > Additional half-day workshop for managers
- > Self-assessment and self-discovery activities
- > Individual action plan
- > Option to include follow-up, one-on-one coaching

By the end of their time in High IMPACT Careers, your employees will understand that the best answer to, “Who owns your career development?” is, “I do!” This dynamic, interactive, full-day workshop inspires employees and their managers to take a proactive approach to continually grow and develop new skills. Employees are coached to take ownership of their own career development path, explore their interests and skills and set related learning goals to propel their work forward.

Of course, without supportive management, employees can have trouble establishing and advancing their career goals. For that reason, IMPACT Group engages with managers in an additional half-day of activities to teach the value of ongoing career development dialogue. Ultimately, managers will be encouraged to take responsibility for their own growth, as well as actively develop the people around them.

### Create Vibrant Career Plans

#### *Help Employees Own Their Development*

By participating in High IMPACT Careers, employees and managers will learn to:

- > **Investigate industry changes** and take ownership of their careers through related skill development.
- > **Maintain self-awareness** of personal style, values, interests, strengths and development areas—and discover how those align with their career goals.
- > **Promote** their personal brand.
- > **Accelerate visibility** by building an internal network.
- > **Clarify development options** by identifying opportunities in your organization.
- > **Take action** by setting personal development goals, involving their supervisor in their career planning process.



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