



Leadership Coaching Programs

Creating Confident Leaders from Capable Managers

Leadership Coaching is your own personal trainer to help you succeed. It creates positive business behaviors that achieve immediate results. It requires effort. It's only for those serious about making a change, for some it's transformational. We use your authentic leadership style to move you faster to the next level in an authentic and sustainable way.

We have over twenty of the best coaches in the industry who work collaboratively with you to define and achieve measurable outcomes. We use your strengths, address your challenges, and create a plan of action. We gather input to discover your blind spots. As coaches, we build trusted relationships. We detect and see patterns that once visible make all the difference. We've learned to make the intangibles visible. Knowing and acting in alignment with your leadership brand is the key to success.

We have three proven Leadership Coaching Packages: Jumpstart Coaching, Leadership Performance, and Leadership Immersion

Leadership Coaching is for those high performing and high potential that are ready to advance. It's designed to achieve immediate results that are sustainable. Our programs have a clear and specific outcome. The desired outcomes are tied into their annual performance plan and are augmented by any discovered themes and patterns uncovered. The coach works collaboratively with the client and the client's sponsor to define measurable outcomes, challenges, and to a plan of action to achieve it. The coach provides tools, resources, and a structure for the client's success.

	JumpStart Leadership	Performing Leader	Immersion Leadership
Pre interview of Leader (Ready to be coached)	Yes	Yes	Yes
Personally, selected Bios of at least 5 coaches	Yes	Yes	Yes
Leader interview 3 coaches and selects coach	Yes	Yes	Yes
Initial Goal Setting	Yes	Yes	Yes
Validation of Goals with Sponsor	Yes	Yes	Yes
Access to the coach between coaching session	Yes	Yes	Yes
Relevant actions assigned between sessions	Yes	Yes	Yes
Additional learning resources as need	Yes	Yes	Yes
A customized plan to achieve goals	Yes	Yes	Yes
Ability to continue with same coach	Yes	Yes	Yes
Coaching sessions	10	14	24
Typical duration of program	6-9 months	8-16 months	6-12 months
Typical duration of sessions/frequency	1 hour/3 weeks	1 hour/3 weeks	1 hour/1 week
Check in with sponsors	Start/end	3-4 (as needed)	4+ (as needed)
360 Feedback (online and in person)	No	Yes	Yes
360 Feedback recheck when completed	No	Yes	Yes

Sample Outcomes of Leadership Coaching Programs

- **Improved Skills:** Delegation, presentation skills, negotiation, influence, delegation, project management
- **Challenging and Complexity Handled:** Stressful, tough, deadlines, projects, programs that needs attention
- **Relationships Improved:** Difficult and important relationships
- **Advancement:** Promotion, bonuses, new and better assignments
- **Team and Processes:** Perform at a measurable higher level
- **Leadership:** Executive presence improved, calmer and more confident

What our clients are saying about coaching:

Star, your perspective and training has deeply influenced my professional and personal growth. How many times can I say, Thank you — **Kathleen Melanson, Deputy Director, Benefit Coordination & Recovery, Center for Health Care Financing, State of Massachusetts**

Star you've been terrific in all aspects. I appreciated your experience, feedback and your candor. This coaching experience was a great opportunity and very timely for me. I need some help with navigating through some rough situations and you provided me a sounding board, suggestions and techniques and honest feedback. I liked the pace, the flexibility and all the topics we covered in the coaching sessions. — **Nadine Williams-Edwards C.B.C.P., Cloud Disaster Recovery Program, Kronos Inc.**

Working with Star has given me tools that I can use to empower myself to continually improve my work performance. I entered into the coaching relationship with Star thinking it would be just like all the other 'new' stuff I had learned. Ask the right questions, get the right answers and voila you are now the perfect manager. In actuality what I have learned with Star is nothing like the rote method of memorizing answers to questions. Instead of learning how to 'be' a manager, I am learning how to 'think' through situations that need my management and influence. I have learned how my beliefs influence my thinking and that when a belief is not productive, I can look for an alternate belief that has more power. I have learned to value my values as a leader and how to use those values to guide my decision making.— **Dawna Daley, Engineering Manager, Kronos Inc.**

Star provided the perfect balance as a coach – nudging and encouraging me to take action, without ever being judgmental or impatient. She was curious about my ideas, dug deep to help me clarify what I really wanted and was always excited for what I accomplished. I feel like I finally have a solid vision for my business and a clear path to achieving my goals. Thanks Star! — **Allyson Lee, Eleko Coaching & Consulting**

Sample Testimonials from LinkedIn:

“if you are looking for a compassionate but firm coach – STOP LOOKING. Star is that person.”

“In just one hour you have given me good tools to practice, and you prepared me.”

“Star is a terrific coach — energetic and supportive.”

“Star’s insights into complex business situations have been extremely helpful.”

“Yesterday’s coaching went extremely well and was upbeat. The right kind of challenge can be fun.”

Check out our **website** and blog at: www.starleadership.com

Star’s Book on Amazon: Leading with Gratitude: 21st Century Solutions to Boost Innovation and Engagement

Forbes Interview: How and Attitude of Gratitude Can make you a Better Leader

Call us at (978) 486-4603