

# SPARK COACHING & DEVELOPMENT

For new leaders and leaders who've never had formal leadership training

## WHAT IT IS

Foundational leadership coaching and training for new or established but never formally trained leaders, anchored in a live monthly group coaching call, deepened by off-line growth assignments and supported by a private, online leadership discussion group with a resources library and full access to the Leadership Ignite Online course.

*Focus Topics*

- ➔ Communication
- ➔ Strategic thinking
- ➔ Conflict resolution
- ➔ Positive accountability
- ➔ Planning & productivity
- ➔ Team building & trust
- ➔ Personality styles

*...and more*

*This is the foundational leadership training newly promoted managers and supervisors need to effectively lead their teams and excel in their role.*

## HOW IT WORKS

6-Month membership blocks,  
\$1,500 per member.

Members can join anytime with options to renew and continue their leadership development path.

Online member account with access to group discussions, course and leadership development resources.

Available online or in the app.

## WHAT THEY GET

Monthly live group leadership coaching & training call with growth topic and Q&A session.

Off-line growth assignments & improvement directives.

Online private leadership group with discussion & resources.

Thought-starters & mini assignments from coaches between monthly meetings.

Full access to Leadership Ignite Online course with 26 topics & assignments.

## THEY WILL

- Lead with more awareness
- Respond rather than react to issues
- Communicate with clarity
- Operate with more professionalism
- Lessen the stress & anxiety of being a manager

*Outcomes*

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*Some of the topics we will cover throughout the program*

## **Self-Awareness**

We will examine our internal thoughts, feelings and beliefs and how those drive our outward actions and responses to the people and situations around us to help us better navigate challenges throughout our day, stay focused and be a more dependable, balanced contributor.

## **Values**

Uncovering both our personal and organizational values and how they influence our decisions increases our level of awareness and effectiveness as a leader.

## **Personality Styles**

This is our most sought after program which will be integrated throughout the entire SPARK program, designed to help us understand what makes us operate the way we do and how to get the most out of ourselves and those we work with.

## **Conflict Management**

We will spend time throughout the program understanding this critical leadership skill as we learn new, effective ways to quickly recognize the root cause of any conflict and how to resolve it balancing logic and emotion with different personal conflict management styles.

## **Communication**

This is one of the biggest areas of concern in every organization and we have a deep repository of interpersonal and organizational tools we will share and teach throughout the program, from how to really listen, to how to write a clear, actionable email that gets quick results, to helping entire teams get clear and close the loop on a consistent basis. And it doesn't stop there. We dig deep on this one.

## **Trust, Accountability & Impact**

Deeply intertwined, these three topics will often be discussed together as we explore what builds and erodes trust in teams, the impact that has on our co-workers and our customers, and how to hold one another accountable in a way that feels positive and supportive so we are naturally building trust through even our smallest actions.

## **Time Management & Productivity**

We understand the challenges managers and supervisors in the heavy equipment industry face when it comes to time management and information overwhelm. We will share proven tools and techniques to help them manage their time, resources and communication flow to decrease the feeling of chaos and increase productivity.

## **Personal Development**

A good leader is always learning and improving their skills, awareness and natural abilities. Our participants will discover the value of continuous personal development, uncover their personal learning styles and get excited about easily incorporating learning into their daily routine.

*Contact us*

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