



**InnerCents**



Leadership Development  
Coaching Program (3 Month)  
*Bronze*

STRENGTHENING  
THE POWER  
OF POTENTIAL

## INTRODUCTION

The InnerCents Leadership Coaching Program has been designed for people that wish to develop their leadership capabilities and to assist them to enhance and sustain constructive leadership practices.

This is accomplished by identifying core strengths and opportunities for development through diagnostic analysis and coaching.

This 3 month program will enable future leaders to build the necessary skills required to influence, inspire and mentor those led by them.

It encompasses the key elements of self awareness and the factors that create meaningful change in others.

## BENEFITS

The program will enable future leaders to:

- develop sustainable leadership skills and competencies
- build self awareness and constructive thinking and behaviour styles
- develop key communication skills for effective leadership
- build confidence and capacity to influence
- identify and facilitate the growth and development in others
- cultivate a high performance mindset and culture
- be the catalyst for transformation

### AT A GLANCE

Duration: **3 Months**

You get:

- ➊ Pre-Coaching Assessment & Outcome Formulation Session
- ➋ one-on-one Coaching Sessions
- ➌ Keeping on Track Session
- ➍ Closing Session & Evaluation of future direction

Investment: **\$3000**

## THE STRUCTURE

This 3 month program includes the following 5 steps:

**Step 1:** Coaching Outcome Formulation

**Step 2:** Leadership Coaching Sessions

**Step 3:** Keeping on Track Coaching Session

**Step 4:** Closing Session

**Step 5:** Evaluation of Future Direction

## THE PROCESS

### Step 1: Coaching Outcome Formulation

The first step in the leadership coaching process is setting out specific outcomes for the coaching sessions.

This is achieved through the completion of a pre-coaching questionnaire that is discussed prior to the diagnostic analysis and coaching sessions.

The coaching sessions are specifically designed around these outcomes.

It is important that both the leader and coach gain clarity about the areas for development.

It also serves as a way to measure the progress and effectiveness of the program.

### Step 2: Three 1:1 Coaching Sessions

These sessions form the essential part of the program as they are the catalyst for the required behavioural and skill developments.

Each coaching session focuses on the process that is necessary for the successful achievement of the coaching outcomes.

The two themes for the coaching sessions are:

1. Developing leadership capabilities and skills and
2. Developing constructive thinking and behavioural styles

### Step 3: Keeping on Track Coaching Session

For any behavioural change process to be effective it needs to be sustainable over time. The Keeping on Track session ensures that the actions from the coaching sessions become habitual. Any challenges arising from the implementation of agreed actions are discussed and resolved.

### Step 4: Closing Session

This coaching session serves as a comprehensive debrief of the program.

It recognises the participant's key successes in implementing the newly acquired skills and behaviours.

Areas for further development are also identified and the options for mentoring are discussed.

### Step 5: Evaluation of Future Direction

This step identifies the future actions that will be required to achieve sustainability of success post the coaching program.

These key actions are clearly defined and structured to enable participants to have the confidence to move forward with certainty and focus.

## Your Facilitator

### Meiron Lees



Meiron Lees is the Executive Director of InnerCents, and the author of *D-Stress, Building Resilience in Challenging Times*.

Meiron has spent most of his professional career dedicated to strengthening businesses through his unique coaching and training programs. He has developed training, coaching and mentoring programs in the areas of Leadership, Management, Sales, Strategy, Performance Management and Stress Management—incorporating the latest research and leading edge strategies in his training and coaching programs.

Meiron's philosophy for business is that profits cannot be separated from the people that create them. He believes that high performance and loyalty can only be sustained when a deeper purpose is fulfilled.

To date over 3500 executives, partners and managers have attended his programs worldwide. His clients include IBM, Citibank, PwC, Harvey World Travel and Symantec to name a few.

He is a member of the Australian Institute of Training and Development (AITD), the Australian Institute of Management (AIM) and the International Coach Federation (ICF).

## COACHING TIMELINE

Coaching Process	Time Horizon
Step 1: Outcome Formulation	Month 1
Step 2: Three 1:1 Coaching Sessions	Month 2 – 3
Step 3: Keeping on Track Session	Month 3
Step 4 and 5: Closing Coaching Session and Evaluation of Future Direction	End Month 3

### What others say...

"Meiron made me more aware of how I could enhance my interactions with my colleagues in a way that would foster greater teamwork and improved productivity."

Catherine Hale  
Director



"Meiron's coaching guided me to address the key areas to re-strategise my financial planning business. He provided effective strategies that I could immediately apply resulting in an increase in business turnover of 40% above the previous year's results."

Ron Geffin  
Owner, IMR Financial Advisors



**EMAIL US FOR MORE INFORMATION:**

Click here: [info@innercents.com.au](mailto:info@innercents.com.au)

### CONTACT US:

To enquire about any of our programs or workshops, please call, email, or write to the details shown below.

**InnerCents**

Suite 902

Level 9

84 Pitt Street

Sydney NSW 2000

**p:** +612 9232 8828

**e:** [info@innercents.com.au](mailto:info@innercents.com.au)

**w:** [www.innercents.com.au](http://www.innercents.com.au)



**InnerCents**

DEVELOPING PRODUCTIVE, LOYAL PEOPLE