



Coaching:

Technical Leader Intervention

Do you have a technical leader who has difficulty leading and influencing people?

High-potential technical people often have trouble making the adjustment to management. Many engineers, scientists, accountants, programmers and other technically trained people are promoted because of their technical leadership only to experience problems in leadership and influence. These people are valuable to the organization but a lack of leadership skills can endanger their standing in the company and their career.

The person is assessed in several ways, and a development plan is implemented. Most show impressive change within 30-60 days and permanent improvement in six months. The coaching shows results in a short time. This kind of person is generally very bright and learns quickly. When they see the need to change, with the right help, they can change rapidly.

Who is it for?

Managers or leaders who have a proven technical track record but struggle in the leadership role

Case Study:

Kyle was a very talented accountant in the accounting division of a 600-employee subsidiary of a Fortune 500 company. He was promoted to controller and functioned adequately for several years until a new vice president came on board. The VP instituted a wide range of changes that included many quality initiatives. The VP felt that the controller should be out front leading much of the change. He encouraged Kyle to take more responsibility and play a significant role on the leadership team. Kyle was reluctant. He preferred to be an accountant. Previous managers had left him alone, simply expecting him to crunch numbers and do analysis. The new VP felt everybody on the leadership team should lead.

We did a 360° assessment on him and interviewed several of his colleagues. Kyle's deficiencies soon became evident. We found that he was known for his abrasive style, lack of tact but technical brilliance. Kyle saw himself as a kind and gentle person with strong values about how to treat people. The difference between his self-perception and that of others was remarkable. When we gave him the feedback, he was shocked but committed to make some changes.

Eighteen months later we conducted a follow-up with Kyle and received this summary from him:

"I took the LSI feedback information and made an honest effort to change the behavior that was most threatening to those around me. I would like for my legacy to be that I was always willing to help; that I was firm, but fair; that I brought a balance to the team that was beneficial.

"I now spend more time with my wife and communicate more with my children, sometimes at the expense of my golf game . . . but I've reordered my priorities. I've always been a reader, mostly newspapers, novels, mystery novels, business books . . . I now allocate a little time each night for my spiritual side, and I think that has made me less judgmental and more at peace with myself. I like to think of it as seeking peace of mind, peace of heart and peace of soul. Consequently, I am at a better place today than I was 12 to 18 months ago."

Independent reports from Kyle's peers and post-testing both confirm that he has made major significant changes. The VP is pleased with his progress and feels much more confident in Kyle's leadership ability.

What you will receive:

- One pre- and one post- LSI Stylus® assessment
- One pre- and post- feedback session
- Six monthly coaching sessions with Dr. Ray
- One EQi assessment

Cost:

Depending on specific need, price will vary and is quoted upon request.

Call today to learn how you can release the power of *your* people.