



Leadership Coaching

□ Overview

In today's constantly evolving and changing world, expectations of leaders and their teams have never been higher. Leaders are people - and they need personalized guidance and support to help them achieve their highest potential.

Are you equipping leaders of all levels at your organization with the individualized insights they need to thrive?

We at Door Training & Consulting are constantly evolving our coaching offering to meet and exceed the immediate needs of leaders and their organizations. We use a unique and highly interactive coaching methodology called "Stakeholder Centered Coaching" (SCC) to track the progress of your leaders and ensure guaranteed measurable leadership growth without wasting a minute of their time. Our coaching philosophy is grounded in the belief that any leader can achieve behavioral change that will positively impact both the individual and the organization.

Our expert coaches range in expertise and background, from former senior leaders in a wide variety of industries, to consultants who have spent a lifetime exploring, researching, and applying what it takes to develop successful and purposeful leaders. When you hire a Door Training & Consulting coach, you not only get their individual expertise. You also gain access to a global leadership development company.

Drawing from the latest research on leadership development, our coaches use unique data from our research-based Global Leadership Assessment (GLA 360°), Hogan Personality Assessment, and Emotional Intelligence Assessment (EQi-2.0) to identify where each leader is on their journey of personal and professional development.

Today, Door Training & Consulting is ready to unleash the potential your leaders didn't even know they have!

Are you?

□ The One-on-One Stakeholder Centered Coaching helps your leaders:

- ✓ step up and demonstrate that they have what it takes to **lead their organization**
- ✓ **accelerate changes** that they've been dreaming about
- ✓ get an **unbiased, external perspective** on themselves and their situation
- ✓ make difficult or **important decisions**
- ✓ create the space for **strategic thinking** and reflection (ie working *on* their career or business and not just *in* it)
- ✓ have a **softer landing** for that big change they want to make.
- ✓ turn their attention towards **building their legacy**



Leadership Coaching

□ The One-on-One Stakeholder Centered Coaching Program

A confidential relationship designed to assist successful leaders and high potentials (HiPos) in gaining clarity, focus, self-awareness, EQ impact, and critical leadership and coaching distinctions, with the goal of having them perform at their next level of personal, professional, and leadership mastery.

The ultimate purpose of this program is to help successful leaders and high potentials achieve positive and measurable change in leadership behavior that is sustained, recognized, and acknowledged by their Stakeholders.

□ How we work together

Step 1

- The leader schedules a complementary call where we'll explore his vision for the future, the challenges he is facing and how I might be able to help
- If we both agree I'm the right coach, we'll set up an initial coaching engagement for 9 to 12 months (anything less doesn't set anyone up for true transformation)

Step 2: the process

- **Determine 3 areas for leadership growth**
Using several leadership assessments and behavioral interviews, the leader selects three leadership behavior areas for growth important to him and to the organization.
- **Seek feedforward suggestion from stakeholders**
The leader selects stakeholders from amongst their boss, direct reports and peers. Each month, the leader is asking each stakeholder for "feedforward" suggestions on how they may improve their results from the three pre-determined leadership growth areas.
- **Implement the coaching plan**
Based on the feedforward suggestions, the leader creates and works on his coaching plan with the assistance of the coach
- **Make Change Visible**
Throughout the engagement, the leader implements their coaching plan and demonstrates to the stakeholders through their actions that they are working hard to make change visible and become a more effective leader in the three selected change areas.
- **Review Progress**
On a quarterly basis, the coach checks in with stakeholders to review their perceptions of the leader's effectiveness in the three areas of leadership growth. The leader reviews the Stakeholder report. This quarterly report becomes a key document that underpins the guarantee of measurable leadership growth for the leader and the organization.
- At the end of the nine or twelve-month period, coach and leader will debrief the outcomes of coaching. If further coaching is requested, options will be discussed at that time. Leader will involve/update all key stakeholders as appropriate.

Step 3

- Sessions will be held via Zoom conference and bi-weekly sessions will be set up on a reoccurring schedule with flexibility as needed.



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Benefits of the Stakeholder Centered Coaching process

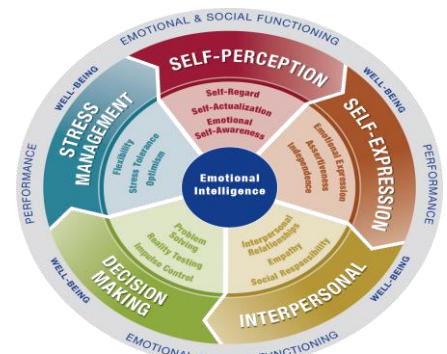
- ✓ Sustainability of changed leadership behaviors and habits once leaders have been coached for 9 to 12 months
- ✓ Stakeholder involvement enables team and organizational cultural change
- ✓ Time efficient as the leadership growth process is integrated with stakeholder interactions on the job
- ✓ Measurable perceived leadership effectiveness with a > 95% success rate
- ✓ Guaranteed Leadership Growth where the quarterly Leadership Growth Progress Review links to the measurement of a leader's growth

Our Assessment Tools

- Offered as a standalone service and can also be built directly into the coaching engagement.
- Help leaders become more self-aware and learn new ways to achieve personal and professional goals. Each assessment is a powerful developmental tool with a proven track record of helping leaders understand how their behaviors and preferences may impact their effectiveness.
- Provide a good starting place for leadership coaching as it offers a great opportunity for questions customized to a specific situation. Surprises in assessment results often lead to profound breakthroughs.

HOGAN CORE ASSESSMENTS

HPI HOGAN PERSONALITY INVENTORY	HDS HOGAN DEVELOPMENT SURVEY	MVPI MOTIVES, VALUES, PREFERENCES INVENTORY
The HPI describes how individuals manage stress, interact with others, approach work tasks, and solve problems.	The HDS describes behaviors that emerge during times of stress, damaging relationships and derailing careers.	The MVPI describes an individual's core values – the goals and interests that determine satisfaction and drive careers.



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FOR LEADERS IN A GLOBALIZING BUSINESS ENVIRONMENT

GLOBAL LEADERSHIP ASSESSMENT (GLA360)

BY MARSHALL GOLDSMITH

DEI 360 CERTIFIED



Leadership Coaching

❑ The Investment

It will be confirmed and submitted following the conversation(s) with the key stakeholders of the leader

❑ Our Leadership Development Coach

As a "People Focused, Strategically Oriented and Performance Driven" Leadership Coach and Facilitator, Andreas is helping organizations and individuals realize their full potential and sharpen their competitive edge. He does have over thirty years of hands-on experience in line management and human capital development in multinational organizations in the Banking, Automotive, FMCG and Oil & Energy industry in Europe and the Middle East.



Andreas Pratanos

Committed to excellence, Andreas is working closely with executives and high potentials so they can achieve desired results through a positive and measurable change in leadership behavior that is sustained, recognized and acknowledged by their stakeholders.

Since he is into behavioral coaching, Andreas only works with executives who are willing to make a sincere effort to change and who believe that this change will help them become better leaders. His most successful clients agree that behavioral coaching is the most widely used type of coaching and they are committed to always being role models for further leadership development.

Andreas' Qualifications & Accreditations: • PCC ICF • OKR Certified Coach • Advanced Coach at Marshall Goldsmith Stakeholder Centered Coaching • Hogan Assessments Certified Coach • EQ-i 2.0® and EQ 360® Certified Coach • Global Leadership 360 Assessment (GLA 360) Certified Coach

*“One of the biggest challenges faced by leaders today is **NOT** about understanding the practice of leadership.*

Rather, the biggest challenge is about leaders practicing their understanding of leadership in order to build effective processes that drive constructive leadership behavior for themselves and their organizations”.

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