



LEADERSHIP LABS™

moving from employee to human experience

Laboratory literally means “place of work.” Leadership Labs™ enable participants to share their experiences, tools, and practices with one another to raise the capability of the entire team. Each session focuses on a particular topic and leverages reflections and techniques modified from our one-on-one leadership coaching experience. The result is a high impact session marked by peer coaching and learning.

FRAMING THE ISSUE

Sessions are based on challenges we see in coaching such as creating more accountability, dealing with underperformers, being more strategic, developing a professional brand, or becoming more resilient and confident.

REFLECTIONS

Using empowering coaching questions each session includes individual reflections and discussion on how these topics have impacted the leader in the past and how to move forward with greater effectiveness.

Our Process

Preparing the topic

- Identify a common challenge leaders face
- Curate lessons from leadership coaching
- Create custom case studies
- Exercises to enhance communication skills

Facilitating dialogue

- Leverage HR coach & facilitate to launch activities
- Participants self-manage activities and discussions
- The focus moves to peer coaching and feedback

Increasing collective wisdom

- Participants compile pertinent practices being used
- New tools from our coaches fill in the gaps
- Participants can affect change immediately

ADDITIONAL TOOLS

As in coaching, frameworks and tools are brought forward to add to the pool of effective shared practices the group has already compiled.

HANDS ON ACTIVITIES

Using custom case studies and real-world current situations, participants partner, support, and coach one another on how to address real challenges. Practice in a safe environment leads to progress.



“My challenge was employees who repeatedly underperformed. In the “Groundhog’s Day” lab my peers and I consolidated our collective wisdom, learned new tools and simulated impact. I was already applying these later that day.” Director, Operations