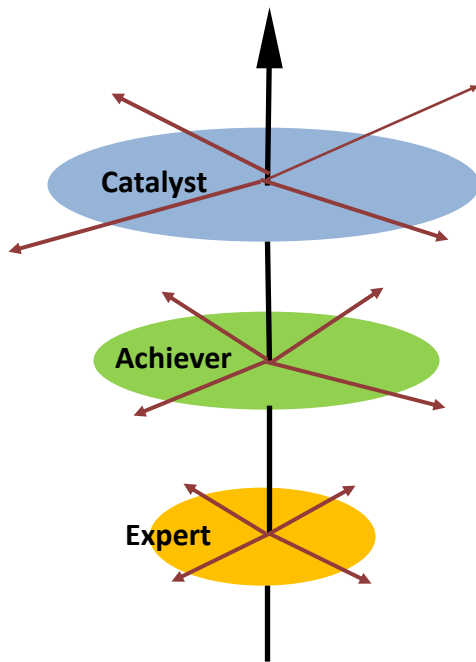


# Leadership Agility<sup>®</sup> Coaching

## Facilitating “Vertical” Leadership Development

### Why Leadership Agility Coaching?

It’s never been more apparent that the world needs a new kind of leadership. A recent [survey](#) of over 1000 global leaders found that executives now see **leadership agility** as "by far the most important characteristic employees must have" in today's competitive business environment. But what, exactly, is leadership agility? And what are the specific, research-based, field-tested **coaching methods** needed to bring about greater agility, resilience, and effectiveness in today’s turbulent world?



**Leadership Agility Coaching** is a virtual learning program based on the research underlying our award-winning book, *Leadership Agility*. This research shows that leaders grow through a series of predictable, learnable "agility levels" rooted in well-documented stages of personal development:

- ◆ **Expert Leaders** (~55%): Lead tactical improvements by using their authority and expertise, supervise direct reports, and are passionate but often highly opinionated problem-solvers.
- ◆ **Achiever Leaders** (~35%): Lead by motivating others, gaining buy-in to strategic objectives, orchestrating team performance, working across boundaries, and stepping up to challenging conversations.
- ◆ **Catalyst Leaders** (~10%): Can successfully lead transformational change, develop agile organizations and highly engaged teams, and collaborate to develop creative, high-leverage solutions to

**Leadership Agility Coaching** is for experienced coaches and leadership development professionals who want to integrate Leadership Agility’s “vertical development” methods into their practice. This program will equip you to guide leaders from where they are to the next level in their leadership journey, helping them grow personally as well as professionally, becoming more effective in today’s complex, rapidly changing environment.

### Program Facilitators

This program is led by ChangeWise principals, Bill Joiner and Debra Whitestone. Bill is a recognized global thought-leader and lead author of [Leadership Agility](#). Both have doctorates from Harvard and decades of experience as leadership coaches and organization development consultants. They have taught this program, in a variety of formats, many times.

# Leadership Agility Coaching

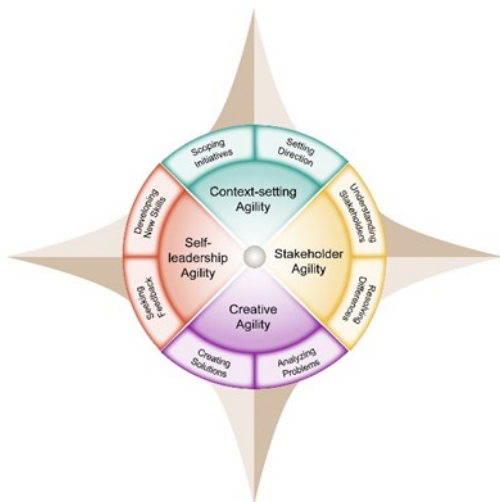


## How is the program organized?

**Leadership Agility Coaching** builds upon and expands your existing coaching skills and experience. The program is organized into three modules. Each module includes a set of short group sessions (2+ hours each), plus some self-paced pre-work for each session that includes mini-webinars and reflection exercises.

- I. **Foundations:** Develop the nuanced Leadership Agility “lens” needed for Leadership Agility Coaching (Two 2½-hour workshops over 2 weeks)
- II. **Methods:** Learn specific methods that help leaders develop to new agility levels and become more effective in exercising context-setting, stakeholder, creative, and self-leadership agility. Discuss real-life teaching cases, practice the coaching methods introduced in each session, and receive feedback. (Seven weekly 2½-hour practice workshops preceded by an orientation session).
- III. **Coaching Clinic:** Participants each bring a “learning case” using a simple, 2-page template, and receive in-depth feedback with new ideas for handling challenging coaching situations. (Six weekly 2-hour clinic sessions, plus a 3-hour Capstone workshop).

## Program Schedule



### I. Foundation Module - The Leadership Agility Lens

2 sessions, 10am-12:30pm US eastern time

#### Leadership Agility Model

Discussion of the Leadership Agility model, robust conceptual/ experiential “deep dive” exercise on agility levels, discuss implications for coaching.

#### Diagnosing Leadership Agility Levels

Group exercise diagnosing clients’ agility levels and “power styles” using anonymous real-life examples volunteered by participants.

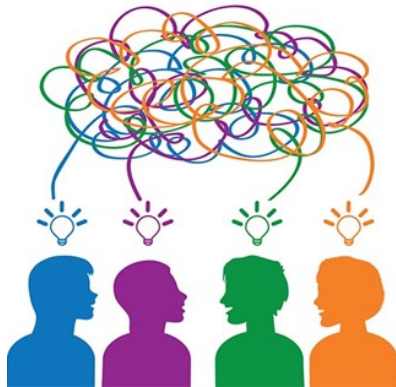


## Program Schedule, con't



### Private Online Discussion Group

Throughout the Methods module and throughout the Coaching Clinic, your cohort will be connected via a private online discussion group.



## Credentialing and Credits

### “Leadership Agility Coach” Credential

Upon completion of the full program, you will be awarded a certificate as a “ChangeWise Authorized Leadership Agility Coach.”

### International Coach Federation CCEU’s

You will be eligible to receive **40** ICF Continuing Coach Education Units for your participation in this program. The number of credits you receive will depend on the sessions you attend.

## For Registration and Pricing Options

Go to the ChangeWise [website](#).

## II. Methods Module — The Art of Leadership Agility Coaching

7 sessions, including Community Building, all 10am-12:30pm US eastern time

### Community Building for Remaining Modules

#### Working with “Levels of Reflective Action”

Of all ingredients in the “secret sauce” of Leadership Agility Coaching, working with “levels of reflective action” is the most high-leverage. Large group discussions and breakout exercises on how to do this.

#### Stakeholder Agility—from Expert to Achiever

Discussion of a real-life instructor case, but mostly coaching and feedback exercises working on this shift.

#### Stakeholder Agility—from Achiever to Catalyst

Discussion of a real-life instructor case, but mostly coaching and feedback exercises working on this shift.

#### Context-Setting Agility

How to help leaders set the context for their change initiatives at a higher level of agility. Coaching exercises and feedback.

#### Creative Agility

How to help leaders do creative and analytical problem-solving at higher agility levels. Coaching exercises and feedback using real-life teaching cases.

#### Self-Leadership Agility

How to facilitate self-leadership agility. Preparation for the Coaching Clinic.

## III. Coaching Clinic Module — Facilitated Peer Learning

Participants each bring a “learning case” using a simple, 2-page template. They receive in-depth feedback with ideas for new ways to handle challenging coaching situations, using the Leadership Agility framework. 2 hours each.

6 sessions, 10am-noon US eastern time, plus a Capstone Session

In the 3-hour Capstone Session. We will reconnect, consolidate our collective learnings, and set intentions for Leadership Agility coaching in the new year.



## What Leadership Coaches are Saying

"This has been an awesome experience. Working with the Leadership Agility Compass, the leadership agility levels and the three 'action arenas' has added a new precision to my coaching."

"This program has been incredibly exciting. I already knew how to ask powerful questions. But now I know how to tailor them to my client's agility level, and I learned now questions and methods that are agility-level-specific."

"I had an amazing experience connecting with phenomenal coaches around the world. (Yes, it is possible to feel connected in a virtual space!). I highly recommend this program to coaches who want to help clients to up-level their ability to lead transformative change."

"Bill Joiner has done an outstanding job melding years of adult development research with his own original research, and developing a digestible framework that will deepen anyone's leadership capacities. Kudos to Debbie Whitestone and Bill for designing and facilitating such an effective program! It was a real source of energy and positivity."

"This was an extraordinary experience. The Leadership Agility framework layers in so well with other approaches I work with, like resilience and emotional intelligence."

"I feel very enthused. Learning the central importance of reflective action and how to work with a leader's "power style" broadened my perspective on coaching and made me more effective."

"This was a very special experience. Really amazing. I've looked forward to each session. Among other things, I got fantastic feedback on my coaching. It felt stretching yet safe"

"Leadership agility is probably the most important competency for leaders to have in today's rapidly changing world."

- Marshall Goldsmith, author of *Coaching for Leadership*

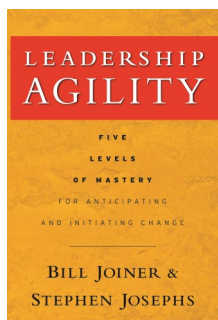




## Contact ChangeWise

[ChangeWise](#) is a Boston-based organization and leadership development firm with an extensive network of global affiliates we use to scale client projects.

For more information about the ChangeWise Leadership Agility Coaching Program, contact us at [dw@changewise.biz](mailto:dw@changewise.biz)



## Additional ChangeWise Services

### For Coaches

- ◆ Leadership Agility 360 Certification Program
- ◆ Leadership Agility Accelerator Tutorial
- ◆ Licensable workshop modules

### For Leaders

- ◆ Keynotes & Half-day Introductory Workshops
- ◆ Leadership Agility 360
- ◆ Leadership Agility Accelerator
- ◆ Leadership Agility coaching
- ◆ Leadership Agility workshops
- ◆ Team and organization development consulting

*“Leadership Agility is a unique and extraordinarily important contribution to our understanding of what it takes to lead in a world of rapid change and increasing complexity.” - Jim Kouzes, coauthor of *The Leadership Challenge**