



iLead individual coaching

Using what fuels us, Dealing with what stops us

> Why?

Understanding the patterns that drive us on a daily basis helps to strengthen those that energize us, and reduce the impact of those that slow us down.



> Targeted profiles

Anyone who wishes to enhance the engines of their personal leadership and to become aware of the stoppers that limit it.

> Approach

- Three-party meeting to clarify the expected results: the coachee, their N+1, the coach
- Individual iLead Signature
- Individual coaching sessions where the following will be touched upon
 - the current context
 - the patterns that either drive or limit the iLead Signature
 - the Spiral of Success and the Derailment Loop
 - the actions to be undertaken by the coachee.

> Expected results

- Clarification of values and articulation of a meaningful vision for coachees
- Acknowledgement of patterns that either drive or limit them, enabling them to progress towards their vision while respecting their personal development and ecosystem
- Decision-making, quick and lasting changes to behavior.



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Contexts in which this approach is applicable

- > Expansion of the scope of responsibilities
- > Support in a personal transformation phase
- > Integration of a new team
- > Other specific contexts: change of company strategy, communication issues, issues related to professional development.

Targeted profiles

- > Team leaders, members of a Steering Committee
- > Individual contributors (experts, key sales accounts...)
 - > Independent professionals
 - > A person in career transition.

The approach in detail

- > Three-party meeting to clarify the expected results
- > Individual iLead Signature
- > An average of 8 to 10 individual meetings in order to:
 - Clarify the vision, the strengths and obstacles related to the driving forces/limiting factors of their iLead Signature
 - Describe the Spirals of Success and the Derailment Loops to identify behaviors to reinforce or change
 - Work on these behaviors in order to embed changes in two contexts: in a context of trust and confidence, and in a stressful environment.

Results to expect from this approach

- > A better understanding of one's working methods
 - > The ability to better understand and describe the working methods of others
- > A lasting transformation because it is made meaningful to the person concerned.