



# Become a Leader Coach

## Leadership essentials



### > Why?

Reinforcing self-awareness helps improve interactions with others and one's impact as a leader.

### > Targeted profiles

Anyone wanting to inspire collaborators in a dynamic of creative growth by using coaching tools.

### > Approach

- Structure and preparation;
- Individual iLead Signatures
- 2-day coaching-action sessions about the 6 leader-coach factors: Vision, Responsibilities and Results, Feedback, Gratification, Support, Team Dynamic.

### > Expected results

- Appropriation of the 6 leader-coach factors
- Understanding of one's own drivers and limiting factors and their impact in interactions
- Involvement in a development approach with peers.



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## Contexts in which this approach is applicable

- > The company wishes to implement a management culture founded on the growth of people and teams, and the development of collective intelligence, flexibility, innovation and performance
- > A company undergoing rapid growth wishes to help young employees obtain quicker access to leadership roles
- > Project leaders need effective tools to pilot a team of people over whom they have no hierarchical authority.

## Targeted profiles

- > Managers or senior experienced leaders who wish to bring new management skills to the company
  - > Young employees who are about to undertake their first role as team leader
  - > Various project and team leaders.

## The approach in detail

- > Structure and preparation
- > Individual iLead Signatures
- > 2-day coaching-action group sessions
- > Work on the 6 key leader-coach factors: Vision, Responsibilities and Results, Feedback, Gratification, Support, Team Dynamic
- > Organization of follow-up; creation of peer groups
- > Feedback session after 3 months.

## Results to expect from this approach

- > Improved management performance and satisfaction for participants, resulting in their appropriation of good practices, thus avoiding stress and the creation of problems in their teams
- > Improved satisfaction and performance for teams benefitting from an environment conducive to their development: initiatives, skills, recognition
  - > Ability to attract and retain talent in teams
  - > In the end, positive impact on the company or team's work results.