



HRKS L.E.A.D.E.R. PROGRAM

(Leveraging Excellence and Authenticity to Drive Exemplary Results)

Our **HRKS L.E.A.D.E.R.** solution provides individualized 1:1 support for leaders who want to enhance their current leadership abilities and make leadership decisions that are most appropriate for them. Our program is designed for leaders who, through a facilitated coaching experience, desire to take ownership of their leadership trajectory.

HRKS L.E.A.D.E.R. is built upon a proven C3 leadership development framework which emphasizes **Capabilities** (skill), **Commitment** (desire), and **Capacity** (bandwidth). Utilizing the GROWTH leadership coaching methodology, we help leaders identify barriers to success and encourage them to take responsibility for their own actions, which results in optimized performance.

Every Leader is assigned a dedicated, experienced Coach who works with them in a 1:1 environment. Coaching engagements range from six (6) months to twelve (12) months.

HRKS L.E.A.D.E.R. Coaching Program Overview
Pre-Coaching Assessments <ul style="list-style-type: none"> • A needs assessment discussion with the Leader to identify areas that are of importance; • An EQi or DiSC assessment; and • The development of a GROWTH Coaching Plan.
Coaching Sessions and Coach Interaction <ul style="list-style-type: none"> • Six 1:1 coaching sessions with the Leader to establish and monitor coaching goals; • Each coaching session generally lasts between 60-90 minutes; • Assignments between sessions; and • Ongoing access to a Coach via emails, phone calls and texts.
Post-Coaching Assessment <ul style="list-style-type: none"> • A self-assessment; and • A Coaching Report on the Leader's progress.