



PERSONALIZED COACHING & MENTORSHIP

This 3-6 month program integrates your personal and professional goals into an intentional plan for success. The focus of the program centers around the four pillars of leadership: thought leadership, people leadership, results leadership, and personal leadership. Each plan is tailored to the perfect combination of workshops, 1-on-1 coaching, and strategic project support that allow leaders to improve in both the short and long term, all while incorporating innovative, interactive, and fun approaches. This program can be virtual, in-person or hybrid, depending on preference.

WHAT TO EXPECT



**DISCUSSION +
PLANNING**

Introductory meeting to discuss and plan intentional steps to meet your short- and long-term goals.



**GATHERING +
ASSESSMENT**

Perform personal assessments and questionnaires on leadership goals, to convey bold insights and activate potential.



**GOAL
SETTING**

Establish clear and measurable SMART goals through personal development planning, and drive accountability.



**INTEGRATION +
MENTORSHIP**

Integrate intentional steps to achieving goals, and adopt an honest and results driven collaborative approach.



**ACCOUNTABILITY
+ FEEDBACK**

Outline a well-defined feedback process to have accountability, measure progress, and support your development journey.

TIMELINE

MONTH 1

(weekly 1-hr meetings)

1. Outline purpose and objective to set the foundation for success
2. Key leadership characteristics + skills review
3. Overview of current state including day to day & strategic priorities, vision for career & vulnerabilities

MONTH 2

(biweekly 1-hr meetings)

1. Conduct a personal and team SWOT analysis
2. Conduct 360 assessment and review
3. Personal development planning focused on highest impact areas
4. Implement quick wins with the team, to build energy

MONTH 3

(biweekly 30-min meetings)

1. Check-in on progress and SMART goals previously outlined
2. Review, revise, and update action items
3. Discuss any challenges faced, how they were handled, and potential areas for improvement in the future

MONTHS 4 - 6

(monthly 1-hr meetings)

1. Check-in on progress and SMART goals previously outlined
2. Review, revise, and update action items
3. Discuss long-term goals and progress made towards achieving them
4. Discuss potential for additional training

Rounded Development provides a broad set of leadership services to drive performance, development, and results for your organization. Services include talent + succession planning, training sessions, team building, recruiting advisement, and personalized coaching + mentorship. Schedule your free consultation today!

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