

# **AERIAL LEADERSHIP**

*Reach new heights.*

## **Coaching Purpose and Process**

### **Coaching Purpose:**

Partner with high-achieving business leaders to advance their careers, explore new options, find more meaning and balance in work and life, and reach their highest leadership potential by focusing on a discovery process of identifying values, interests, passions and strengths and then helping clients create a vision and plan for an ideal career and life. Build a collaborative relationship that provides positivity, accountability and on-going support to accelerate the leader's development and achieve their highest priorities and goals.

### **Coaching Process:**

The coaching process covers three main areas: clarity, exploration and action planning. Our coaching programs are typically 4-6 months long (although often individuals choose to extend coaching beyond the initial period). Through Aerial Leadership's coaching process, you, as a leader, will discover how to tap into your strengths and unique capabilities and leverage these to grow and develop in new areas and achieve your career goals. Our coaching process assists leaders in focusing on their most important priorities as well as enhancing their leadership style so they are in alignment with their vision and purpose. The steps of the coaching process are as follows:

- 1) **Clarify**: Getting clarity on who you are and your unique value proposition by completing two assessments\*\* (Interest Profiler, Life Options Program, Leadership Navigator 360, Strengths Finder, Well-Being and/or a MBTI instrument). These assessments give a holistic picture of what you are good at, what you are passionate about and your leadership style. The purpose of the assessments is to uncover what makes you unique as well as clarify ideal career goals and opportunities.
- 2) **Explore**: Once the assessments are complete, the information is used to explore those key strengths and unique abilities for you to leverage and gain clarity on the areas where you desire to grow and your ideal career goals. The exploration phase also includes further discovery of your "Unique Capabilities" and most important values. The objective is to explore options on how you can gain alignment with your values and focus your time and energy on your unique capabilities while pursuing your ideal career goals.
- 3) **Act**: After exploration, the coaching focuses on action planning and implementation. An action plan is created that centers around integrating strengths and growth areas into your leadership style, building upon these strengths, and creating a path forward to advance your career or take steps to explore a new one. You will discover how to continually leverage your strengths and unique capabilities as you grow into new areas and focus on achieving your most important goals.

*\*\* Noted assessments can be replaced with company specific leadership assessments or an on-line 360 assessment.*

**AERIAL LEADERSHIP, INC.**

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