LEADERSHIP AGILITY & DEVELOPMENT
Taking Your Leadership into the Future

Defining the Difference

Creating an Agile Enterprise requires leaders at all levels to master new attitudes, approaches and behaviors. Using time-proven research and an expert approach to leadership, Collective Edge Coaching has developed individual, team and group focused leadership coaching solutions that provide developmental choices for leaders and organizations.

Most Agile coaches are trained as developers, project managers, or process managers. Collective Edge dramatically extends this skill set with expertise in Organization Development, Leadership Coaching, and Systems Coaching methods that grow leaders in ways consistent with their goals.

Service Overview

Our leadership coaching offerings draw on a deep understanding of the Agile environment combined with training and experience in management coaching and leadership methods. We combine individual and team assessment, feedback and support components into our offerings to maximize leader growth. Our offerings are distinguished by:

- Leading edge assessment tools
- A commitment to proven leadership methods
- Rigorously trained and certified coaches
- A confidential, safe environment for growing as a leader

Coaching Offerings

Leadership Development

- Using the Leadership Agility model, we support your development in acquiring the mindset, skills, and approach to leadership that magnifies your organization's success, both with your direct reports and on down the line. Our coaches can also facilitate your role as organizational change sponsor with systems approaches to change and organization culture.

Management Coaching

- Using an Agile Manager learning model, we support your first and second-line managers in their emerging role leading self-organized teams, steeping them in the Agile mindset, facilitating their role as change agent, and mentoring their coaching skills to develop their teams. We sit with each manager, designing the appropriate mix of mentoring, coaching and development components to suit their individual temperament and organizational goals. Individual or group coaching available.

Educational Offerings

For Managers: *"The New Agile Manager"*

- Combining a leadership assessment tool with case-based education, this course introduces middle managers to eight competency areas for successful management in the Agile paradigm and ways to integrate their personal leadership style. Managers will see their contributions greatly enhanced at all organizational levels with this skill building class. *Length*: 1 day. *Cost*: $995 per person.

For Executives: *"Leading the Agile Enterprise"*

- This course unfolds the Leadership Agility model, highlighting Expert, Achiever and Catalyst developmental behaviors and attitudes. In the context of creating an Agile Enterprise, we explore the effect of new management competencies and expectations, the greater emphasis on team performance, as well as organizational change implications. A full day version expands these topics to include culture-specific models for implementing Agile, in-depth principles for leading organization change, and skill building in leadership coaching. *Length*: ½ day. *Cost*: $995 per person.

Business Benefits

Our Leadership Coaching leads to:

- Managers with new skills and attitudes to help them be effective using the new Lean-Agile paradigm
- An increase in personal power to become dynamic change drivers and inspirations to their teams
- Executives that develop a deeper understanding of the impact their leadership has on the performance of their organizations
- Executives with a clear vision of where they want their enterprise to go using Agile methods, both tactically and strategically

Agile Leader