

Remote Access to Executive Coaching Available Now!

By Mike Huszar, President of DRIVE, Inc.

In February, we introduced 3 certifications now available 100% remotely. These are the same certifications we've provided in the past to individuals and clients, but now require zero travel.

- **Leadership Development**
- **Executive Coaching**
- **Structured Problem Solving (6-Sigma Black Belt Certification)**

We also introduced the seven top advantages of remote engagement in development (repeated here):

Top Advantages to Remote Engagement

- 1) It allows individuals and organizations to improve regardless of the restrictions occurring at any given time (travel restrictions, support resources working from home, social distancing, etc.).
- 2) It allows for greater absorption of materials and understanding of concepts than our traditional approach (In order to make a trip cost-effective, we would tend to work at the client for a full week, requiring them to “drink through a firehose” rather than the metered, paced approach, that comes from 1 to 2 hours of collaboration per week along with homework).
- 3) Outcomes have been greatly improved over the traditional approach (higher completion rates, greater results, improved sustainment).
- 4) Allows multi-site teams to work together on problems without travel.
- 5) Sessions are recorded and allow people that had meeting conflicts review the missed material.
- 6) More cost-effective than the on-site approach.
- 7) Improvement becomes a normal part of people's work rather than scheduling a week-long event and then trying to catch up on the “real work” after the consultant leaves.



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In March, we shared the content and details of Leadership Development along with the buffet offering of 74 modules that are available. This month, we detail the Executive Coaching modules.

Executive Coaching

Executive Coaching is one full year for one participant at a time and is fully customized based on psychometric assessments, stakeholder surveys and collaboration with our coaches. There is a minimum of 3 hours of coaching per month for 12 months in addition to the psychometric reviews and three 360° stakeholder surveys (one at the beginning, after 6 months, and after 12 months). There is also the potential for a leadership transition (for an executive in a new role or location) and two days of on-site shadowing.

Coaching is tailored to Executives with titles such as Owner, CEO, COO, EVP, SVP, VP, Managing Director, Director, and General Manager. It is focused on one to three leadership behaviors that will elevate the executive's (and the organization's) effectiveness.

This coaching is not for everyone. It requires a great deal of courage, humility, and discipline if one is to get the most out of this process.

This coaching can occur in two different types of situations:

Corrective – coaching is required to maintain the position and development is closely monitored by the organization for its effectiveness. This is typically initiated by the organization.

Developmental – coaching is voluntary and is being used as a part of a comprehensive development to enhance an already acceptable skill level. This is typically initiated by the executive.

In both situations, although this process is considered an open process with the executive's superior, there are aspects of the coaching that will remain confidential between the coach and the executive. This ensures that open and honest collaboration is maintained throughout the process.



One critical success factor is the engagement of stakeholders throughout the process. This enables the executive to identify and improve previous blind-spots while changing the relationship with their peers and direct reports. Many organizations have touted our process as game-changers for their organizations. We have often received feedback that it has been the best investment and the most development that the executives have ever received. However, don't take our word for it. Here is a quote from a Managing Director of a manufacturing organization in Wisconsin: *"When I recently accepted a new role in our organization, I immediately reached out to Drive to discuss options for Executive Leadership training. I have worked with Drive for 10+ years and appreciate their commitment and motivation to continuously improve. Through a series of assessments and surveys, Drive was able to understand my strengths/opportunities and create a development plan that I could share with my team and use as a roadmap for future growth. The weekly check-ins and feedback keep improvement relevant and provide additional ideas for how to handle the challenges of leadership. I can honestly say that this training has been the most significant experience of my career. The program has taught me to understand myself, my family and how to continuously become a better person. It's been enlightening and extremely helpful in engaging my team and growing as a leader. Most importantly, my family (wife and four children) has noticed how effective this training can be on our everyday lives."*

The investment for the Executive Coaching package is \$50,000 (+ travel if there is a desire to shadow on-site). All materials are shared electronically.

If you're interested in this high octane executive coaching program, please contact Paul Eakle at 865-323-3491 or paul.eakle@driveinc.com. Stay tuned for next month's newsletter when we share the details of our Structured Problem Solving Certification.

