

# Leadership Coaching

Vineyard Associates



The Leadership coaching model developed by Vineyard Associates is a custom-built, one-on-one developmental experience for the mid- to senior-level executive who is preparing for greater scope of responsibility, or who needs to make a leap forward in leadership capability. Leadership coaching provides a complete assessment, feedback and coaching package. It can be engaged along with another organizational development initiative or as a stand-alone step in the process of leadership development.

We have chosen the image of the Chambered Nautilus to graphically symbolize the conceptual process. Throughout its life, the Nautilus continually grows, adding new chambers and new dimensions to its structure. It is adaptable, durable, and distinctive – qualities that leaders need to survive and thrive in the today's complex work environments.

## **Program Highlights:**

- Clear agreements with the person being coached and the organization's representative about how coaching will proceed
- A custom assessment package that typically includes personality and style surveys, 360-degree feedback instruments and interviews with selected work colleagues.
- In-person feedback and goal-setting sessions
- Ongoing coaching utilizing a variety of media that could include: telephone, in-person, video, or on-line contact
- On-site observations - shadowing - can be included in the assessment or coaching phase.
- Customized reassessment of progress towards goals
- Real time coaching in the context of organizational dynamics, mission and objectives

## **Best Suited for a leader who wants to:**

- Prepare for a major step up in leadership responsibilities
- Navigate a recently acquired role with complex challenges

- Make substantial changes in his or her approach to leadership in a new situation
- Use a confidential, empowering, professional relationship to enhance the organization's effectiveness through leadership

### **Length of Coaching Engagement:**

Typically structured to last 8 months or longer, according to the executive's needs.

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Karla Vineyard, M.A. is a Leadership Development Coach with over twenty years of experience helping to facilitate change in the professional and personal lives of her clients. She holds a Master of Arts degree in Educational Leadership from Western Michigan University and a Bachelors of Arts in Psychology from the University of Texas.

As President of Vineyard Associates for over 15 years, Karla has served as an organizational consultant for a large number of diverse organizations and individuals – including CEO's, CFO's, VP's, Executive Directors, and other top and mid-level managers. In this program, her clients gain the perspective of an experienced consultant with direct knowledge of a wide variety of industries such as manufacturing, research science, universities, government, consulting, law, and healthcare.

For more information on the coaching options, please contact:

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