

EMPATHIA

Leader Coaching

Effective, affordable and convenient





Cultivating Leaders

Leadership development for frontline supervisors and mid-level managers. Senior leader coaching. State of the art Executive Leadership Development Programs. Leader assessments.

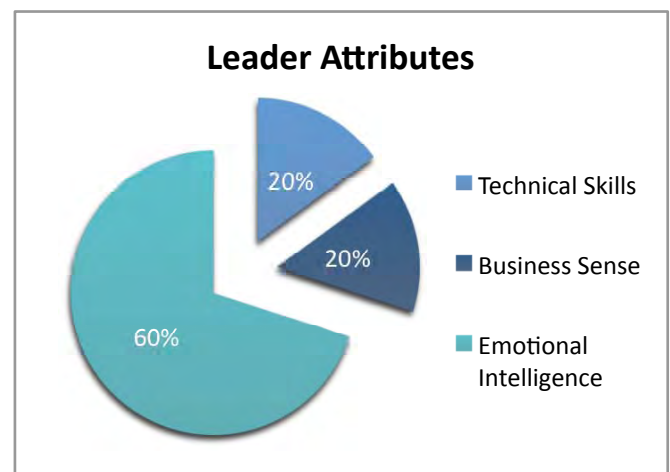
Leaders aren't confined to the C-suite. They operate at every level of the organization and are critical to your mission and bottom line.

We all understand that effective leaders are integral to organizational success. In addition to sharing knowledge, they shape attitudes, drive employee engagement, and role model desirable cultural attributes, making them the threads that bind the social fabric of your workplace.

We expect our leaders to be experts in their trade. We expect them have a good head for business. But exactly what defines a true leader?

Recall an accomplished leader you have known. What qualities made that person stand out?

In leader training, we ask participants this same question, and then sort their responses into three categories. The pie chart reflects what they tell us about the qualities of great leaders.



Empathia's Leader Coaching assesses and enhances the emotional intelligence of your leaders, including self-awareness, understanding others, managing relationships, communication, empathy, self-discipline, and more.

Develop a Plan

We recommend an initial assessment to ensure the program is sculpted around your leadership development objectives.

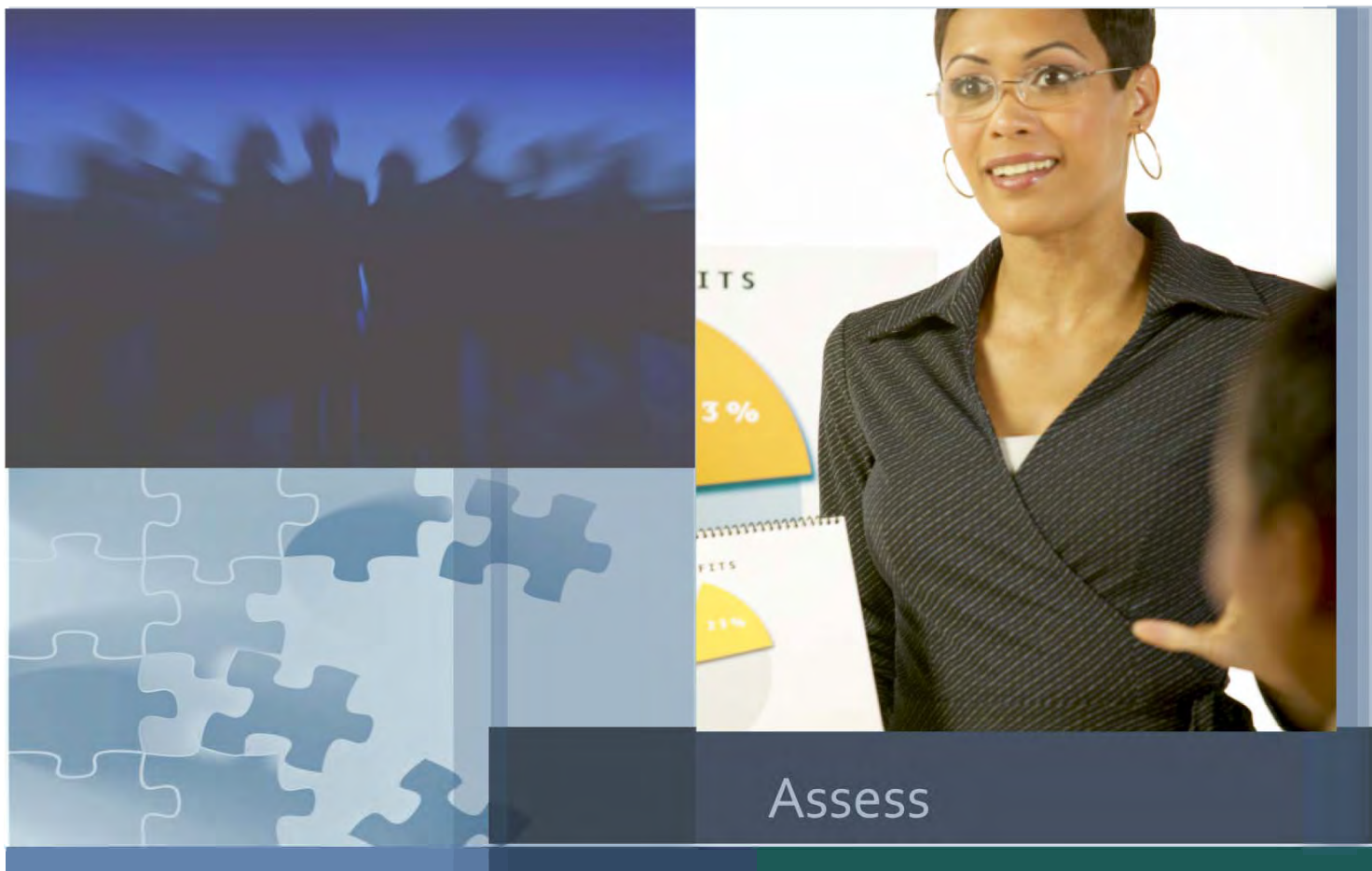
We can conduct this assessment or support your internal efforts in this regard. Empathia's assessment process can include:

- An online behavioral/cultural assessment that can be applied across the entire organization or with specific workgroups
- Interviews with key leaders to identify a core set of leader traits that support your business model
- Identification of benchmark groups of leaders that embody these desired traits

- Determination of individuals and/or teams to engage in leader development

The assessment process provides a roadmap for initial and future leader development efforts and helps determine which services will be most effective, including:

- Online/Telephonic coaching for managers and supervisors
- Telephonic or in-person coaching for executives
- Executive Leadership Development Programs (ELDP)
- Other customized approaches



Customized Coaching Programs

Frontline Manager and Supervisor Coaching

Research shows that an employee's relationship with her or his direct supervisor has the most significant impact on job satisfaction, engagement and productivity. Our frontline manager and supervisor coaching focuses on this often underserved but vital leader group.

Our integrated telephonic/online coaching service is a unique, customized design utilizing a state-of-the-art virtual platform that excels in convenience, flexibility and affordability. Through the use of validated assessments, positive psychology, goal setting and motivational interviewing, we provide a cost effective approach with measurable outcomes.

The Process

- Designed for supervisors and managers who are newly promoted, high potential or in need of further development
- The majority of the coaching is delivered online through a password-protected site, while some occurs over the phone, at the discretion of the coachee. Enrolled managers access their personal web pages to communicate with their coach, view resources, journal, maintain dashboards, track actions and provide feedback
- Coaching is delivered by master's prepared coaches with leader experience who are fully trained in leadership competencies
- Coaching is available as a 6-month engagement
- Affordability, convenience and measurable outcomes are key

Executive/Leadership Coaching

Executive coaching begins with a structured interview that identifies attributes and behaviors your organization values in its successful leaders.

Subsequently, the stakeholder requesting the coaching is interviewed to determine goals and measurable outcomes.

Assessment instruments and performance data are used to confirm the areas for growth, and then the coaching begins.

Ongoing coaching is provided by phone and/or face-to-face for a minimum of three months, or for a period mutually determined by the stakeholder, coachee and Empathia coach.

Progress is evaluated throughout the engagement.

Coach

"A good coach will help players see what they can be rather than what they are."

~ Ara Parasheghian



Train

“Tell me and I forget. Teach me and I remember. Involve me and I learn.”

~ Benjamin Franklin

Skill-Based Training

Leader coaching initiatives can be further supported through skill-based training provided to groups of leaders.

Training efforts that are predominantly information-focused fail to utilize adult learning principles and often fall short in developing behavioral competencies.

At Empathia, we offer hands-on training that teaches practical skills in the broad arena of Emotional Intelligence.

Manager/Supervisor Training

Utilizing data from Empathia’s assessment process or your organization’s internal evaluation methods, we customize training to target your specific developmental needs. We can provide programs on-site with stand-up trainers or virtually through live webinars. These programs are how-to focused, rather than simply informational. For professional development tracking, certificates are available after successful course completion.

Executive Leadership Development Programs

Empathia provides best-in-class Executive Leadership Development Programs (ELDP) that engage leaders in becoming “champions” who demonstrate integrity, vision, emotional intelligence, communication skills, self-discipline and a commitment to coaching. Not an off-the-shelf program, the ELDP is sculpted around the unique objectives of your leaders, your cultural benchmarks, and your overall business strategy.

Why Empathia?



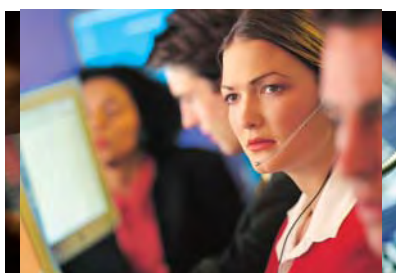
Vendor of Choice

As a provider of customized behavioral solutions, we boast a client list that includes some of the most high profile, prestigious organizations in the world. From large multi-faceted corporations to smaller entrepreneurial firms, we serve over 320 client companies representing a diverse spectrum of businesses and workplace cultures.



Experience

Our staff members are highly experienced professionals with diverse backgrounds in organizational and leadership development, behavioral science, trauma and disaster management, coaching, employee assistance, skill-based training and management consultation. Our people are the “product,” and we cultivate their engagement and expertise by practicing what we preach in leadership development.



A Unique Continuum of Services

We offer a wide array of tools and behavioral solutions focused on promoting workforce well-being, workplace safety and organizational productivity. What’s more, we design our services around evidence-based best practices with measurable impacts and outcomes. Never content with traditional approaches, we consistently seek out new and better ways of providing value to individuals and organizations.



A Commitment to Measurable Results

We utilize a variety of instruments and methods for demonstrating the impact of our efforts. As a partner in behavioral science research focused on new methodologies, we are committed to measuring the efficacy and value of the services we provide.



National and International Scope

Operating in all 50 states, Canada and numerous other international locations, we partner with smaller, local organizations and larger, multi-national corporations.



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