

Amplify Leadership Development with PowerAmp™ Coaching

May 13, 2021
9:00 - 10:00 am (CDT)

WORKSHOP

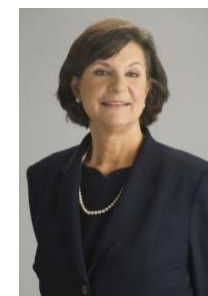


HOSTS & CPI PARTNERS



Phil Walker

Managing Partner at
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LEADERAMP



Dennis McGrath - Operations Manager, LeaderAmp

Dennis McGrath, the Operations Manager at LeaderAmp, is an engineer with more than thirty years of experience in multiple sectors, including defense, academia, manufacturing, healthcare, and transportation. His career includes work in analytics, software development, project management, Lean/Six Sigma, and coaching. He received both his undergraduate and graduate degrees from Rutgers University.



Leadership is Changing

1

New Work Environments

The pandemic has shifted the world of work. Leaders and Individual Contributors need to quickly pivot to the changing environment and market.

2

Competing Priorities

Considering new challenges, every organization needs their people to step up. Elevate top performers and achieve new results in just a few months.

3

Shifting Cultures

More is being asked of leaders than ever before. Teamwork, individual contributions, and inclusion are paramount to success.

Rate Your Organization's Coaching *Poll*

- ✓5 – We are fabulous at coaching everyone!
- ✓4 – We coach all/most of our executives
- ✓3 – We do coaching, but it could improve
- ✓2 – We need a LOT of improvement on coaching
- ✓1 – Coaching? We are too busy!

People Development Challenges

Over 50% of senior leaders believe their **talent development efforts are subpar.**

Primary focus is on technical skills rather than psychosocial skills such as relationship, communication and empathy.

30-50% of leaders often forget to apply coaching in-between sessions resulting in time waste and limiting results

*Harvard Business Review, 2019 IHR Research Institute, 2020



What Leadership Development Challenges Do You Have?

- Risk and uncertainty Mitigation
- Put Answer in Chat*
- Real time measurable results
- Needs to be scalable/remote
- Success relies on application of new principles after session is over (limited follow up)
- Even when voluntary, some participants see it as a chore to complete

Coaching is Highly Effective

Limited to executives and narrowly selected talent pools

Easier access to coaching can create equitable programs
for a broader range of talent.

PowerAmp™ Coaching Provides

accessible

scalable

proven

COACHING SOLUTION

PowerAmp™ Coaching Drives Success



5% – 20%
*quarterly
 participant improvement
 using
 award-winning
 science and technology*

PowerAmp™ Coaching Drives Success



Live Coaching



Artificial Intelligence



18 Dimensions of Measurable Outcomes



- ✓ Proven coaching experience
- ✓ Trained & certified
- ✓ Growth mindset
- ✓ Commitment to developing leaders
- ✓ Blend of business & consulting background

PowerAmp™ Coaching's Artificial Intelligence

70
Years

of psychological research has shaped the development of PowerAmp™ Coaching's AI.

60%

time shortened from traditional assessments while improving key leadership dimensions with our AI approach.

28
Types

of different coaching methods leveraged by PowerAmp™'s AI, calibrated for each unique individual.



PowerAmp™'s AI eCoaching reminds participants to journal lessons learned. The AI picks up on keywords entered to identify the individual's emotions.

Coaches are then directed to areas of focus within the dimensions calibrated based on the individual's emotions.

PowerAmp™ Coaching's Propriety Assessments

Self Assessment

360 Assessment

18 Dimensions

By focusing on specific behaviors or competencies, coaches can receive specific, visible, and measurable improvements from each program.

18 Dimensions

Which of These Dimensions Do Your People Need to Develop?

- ✓ Adjustment
- ✓ Extraversion
- ✓ Time Management
- ✓ Teamwork
- ✓ Strategy Formation
- ✓ Environmental Scanning
- ✓ Charisma
- ✓ Openness
- ✓ Optimism
- ✓ Persuasion
- ✓ Productivity
- ✓ Develop Confidence
- ✓ Boldness
- ✓ Agreeableness
- ✓ Grit
- ✓ Growth Mindset
- ✓ Leader Identify
- ✓ Conscientiousness

PowerAmp™ Coaching

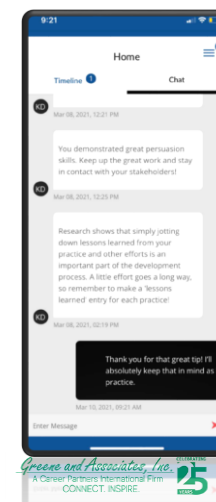


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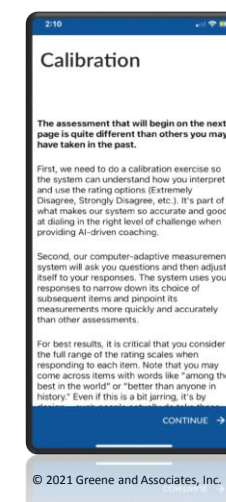
E-Coaching



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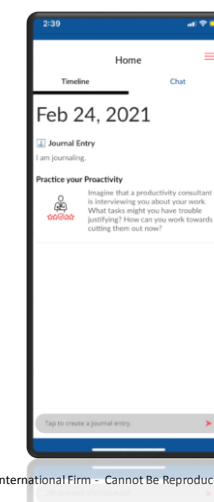
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Calibration



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E-Journaling



PowerAmp™ Coaching

Client Dashboard



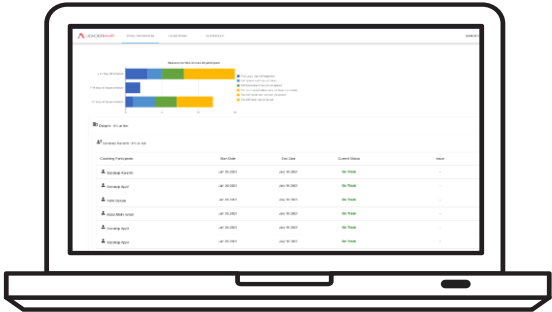
Full Program Participant Tracking

Track the progress of participants and identify potential opportunities within coaching cohorts and across the organization



Discrete Leadership Views

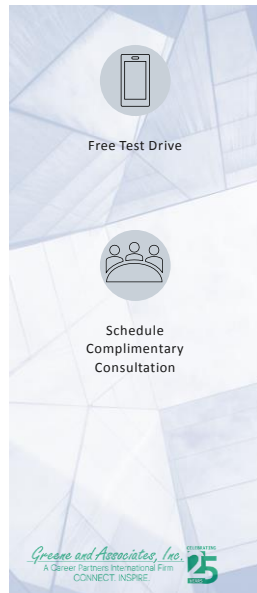
Leadership has access to key metrics to remain informed and identify organizational trends, while other data, such as journal entries, are kept confidential between coaches and participants.



PowerAmp™ Coaching

What gaps could Power Amp™ Coaching fill for your organization?

What else would you like to know about amplifying coaching using the PowerAmp™ Coaching solution?



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TALENT | LEADERSHIP | CULTURE

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More about PowerAmp™ Coaching

PowerAmp™ Coaching for All Leaders

Accessible, Scalable, Coaching

Talent that is...

- At risk of burn-out
- Hungry for development
- High-potential
- Undeveloped potential
- In need of development in specific area

PowerAmp Coaching™...

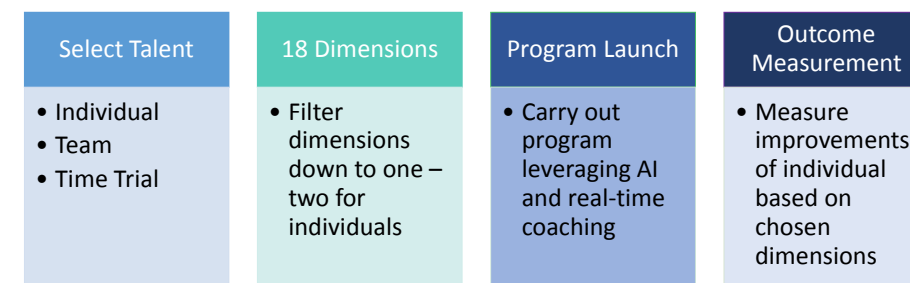
- Develops more individuals to maximize organizational impact
- Drives beneficial behavior changes
- Is customizable
- Measures outcome
- Features dashboards for progress visibility

PowerAmp™ Coaching Leverages Proven Coaching Methodologies

- Spaced Practice
- Principle of Persuasion
- Scaffolding
- Feedforward/Feedback
- Progress Principle
- Mental Contrasting
- Cognitive Behavioral Approach
- Mental Models
- Teaching Models
- Making Lemonade

Earns insights, shifts perspectives, and drives change

Implementing PowerAmp™ Coaching



Amplify Leadership Development with PowerAmp™ Coaching

Workshop Description

How can organizations accelerate the development of emerging leaders, high potentials and first-time managers in a rapidly changing business landscape? Mid-level leaders who are responsible for developing these rising stars are faced with the complexity of time. They are focused on communicating and collaborating across the organization and balancing current operational demands with positioning the organization for long-term success. They mean well, however, they and their organizations need a different solution to fast track these emerging leaders from diverse backgrounds.

Coaching has become the development tool of choice for increased performance results, employee satisfaction, retention and succession planning initiatives.



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