

## **Mission**

Evoke leadership potential for outstanding results and lasting success.

## **Vision**

Transform organizations through enlightened leaders.

## **What We Do**

Evoke Potential, LLC specializes in leadership development and team development. Leadership training and coaching are the heart of what we do. We turn technical experts into highly influential leaders. We evoke full leadership potential, so leaders stretch, grow, and attain self-mastery to take their teams to a higher level of excellence. We utilize assessments, training, and coaching for leadership and team development.

## **Services**

- Leadership coaching
- Leadership training
- 360-degree feedback assessments, debriefs, and action plan creation
- Leadership assessments
- Team building sessions
- Focus groups sessions to assess organizational climate

## **Leadership Training Courses**

- Manager Essential Skills – *Ken Blanchard course*
- SL II® Concepts (Situational Leadership) – *Ken Blanchard course*
- Coaching Essentials® – *Ken Blanchard course*
- Team Leadership – *Ken Blanchard course*
- Building Trust – *Ken Blanchard course*
- Leading for Optimal Motivation – *Ken Blanchard course*
- Self-Leadership – *Ken Blanchard course*
- The Five Dysfunctions of a Team – *Table Group course*
- Effective Conflict Management
- Giving Effective Feedback
- Leading Change and Managing Transitions
- Conquer Stress and Increase Resiliency



- Myers-Briggs Type Indicator (MBTI)
- Enhancing Emotional Intelligence
- Understanding Preferences to Leverage Teamwork
- Effective Decision Making
- Effective Communication Skills



One-on-one or group coaching sessions can be added as a follow-up to any of these training courses to ensure knowledge and skills gained from the training are implemented and put into practice for long-term impact.

### **Leadership Coaching is...**




- A collaboration between client and coach. Your coach is your partner supporting you in identifying your ideal future, developing an action plan to achieve your professional and personal goals, and taking personal accountability for your actions and results.
- A confidential relationship built upon trust. Your coach provides a safe environment for you to share your personal and professional goals, dreams, fears and challenges. Conversations are held in the highest confidence and focus on challenging self-limiting beliefs to explore new options and possibilities.
- An opportunity to stretch and grow. Your coach customizes the approach based upon your goals and challenges and utilizes inquiry, exercises, and practices to stretch you into your highest potential leading to greater fulfillment and self-mastery.
- A great way to enhance your in-house training program and ensure that knowledge and skills learned during training are applied on the job.

### **Leadership Assessments**

We utilize a variety of assessments for leadership development, personal development, and team development. These assessments are used in...

- 1) Coaching engagements with individuals to gain greater self-awareness and insight into strengths, preferences, and potential areas of improvement.
- 2) Training sessions with groups to improve team performance, team dynamics, and interpersonal communications.



- **Myers-Briggs Type Indicator® (MBTI®) Step II** is used for understanding individual personality type and its relationship to performance, team dynamics, and communication. 
- **Thomas Kilmann Conflict Mode Instrument™ (TKI)** is used for understanding how different conflict-handling styles affect interpersonal and group dynamics. 
- **The Fundamental Interpersonal Relations Orientation–Behavior™ (FIRO-B®)** instrument helps people understand their behavior in interpersonal situations and the impact it has on other individuals and in team settings.
- **The Emotional Quotient Inventory (EQ-i®)** examines social and emotional strengths and areas of development in 15 key areas that contribute to proficiency in complex business activities such as conflict resolution and planning. 
- **Center for Creative Leadership (CCL) Benchmarks®** is a 360-degree feedback assessment for managers at all levels. It measures 16 leadership competencies critical for success and 5 career derailers.
- **Team Management Systems® Team Management Profile Questionnaire (TMPQ)** outlines an individual's work preferences and the strengths that he/she brings to a team.
- **Change Style Indicator®** measures preferred style in approaching, addressing, and managing through change - addressing both initiated and imposed change.
- **The Stress Profiler** assesses 10 different areas of stress and offers practical advice and useful tips for better coping with each stress area.
- **Decision Style Profile** assesses current effectiveness and confidence with decision making, focusing on clarity, Information, Commitment, Alignment, and Time.
- **AcuMax Index®** assesses natural wiring, best environment in which to thrive, elements of behavior and personality driven by nature, and thought processes and information necessary for effective decision making.