

**Melissa Kessler, MA, PCC**  
**Professional Certified Coach, Trainer, Facilitator, Consultant**  
**www.EvokePotential.com**  
**Melissa.Kessler@EvokePotential.com**  
**(586) 295-3421**

## **Leadership Coaching Programs**

### **Coaching for Executives and Senior Leaders (6 months)**

- Two (2) one-on-one coaching sessions a month over 5 months (a total of 10 one-hour sessions).
- Benchmarks® for Executives™ or customized 360-degree feedback assessment and debrief session.
- Self-assessments and debrief session. Any of the following assessments may be used: Myers-Briggs Type Indicator® (MBTI®) Step II, Thomas Kilmann Conflict Mode Instrument™ (TKI), The Emotional Quotient Inventory (EQ-i®) 2.0, and AcuMax Index®.
- On-going assessment of progress toward goals.
- Recalibration of coaching goals if necessary.
- Assessment of goal attainment near the end of the coaching engagement.

***\*Additional assessments may be added for an additional cost.***

### **Coaching for Managers, Supervisors, and High Potentials (6 months)**

- Two (2) one-on-one coaching sessions a month over 5 months (a total of 10 one-hour sessions).
- Customized 360-degree feedback assessment and debrief session.
- Self-assessments and debrief session. Any of the following assessments may be used: Myers-Briggs Type Indicator® (MBTI®) Step II, Thomas Kilmann Conflict Mode Instrument™ (TKI), The Emotional Quotient Inventory (EQ-i®) 2.0, and AcuMax Index®.
- Joint sponsor/client/coach meetings at beginning, mid-point, and end of coaching engagement.
- On-going assessment of progress toward goals.
- Recalibration of coaching goals if necessary.
- Assessment of goal attainment near the end of the coaching engagement.

***\*Additional assessments may be added for an additional cost.***

### **Professional Tune-Up – Rapid Coaching Engagement**

- Customized 360-degree feedback assessment and debrief session.
- Six one-on-one coaching sessions over three months (total of 6 half-hour coaching sessions) to improve specific areas of focus for professional development and career advancement.
- Assessment of goal attainment at the end of the coaching engagement.

***\*Additional assessments may be added for an additional cost.***




**“Leaders who manage teams with coaching in place show 52% decrease in burnout.” – BetterUp**

**“Companies that offer training alone experience 22.4% increase in productivity, but when combined with coaching that figure rises to 88%.” – Gerald Olivero, Denise Bane & Richard Kopelman, Public Personnel Management.**

## Benefits of Leadership Coaching:

- Maximize your leadership potential to increase employee engagement, retention, and motivation.
- Make powerful changes to achieve your professional and personal goals.
- Increase your resiliency and effectiveness in managing stress, time, and multiple priorities.
- Optimize your performance in leading projects, initiatives, and teams.
- Overcome “management challenges” that may be holding you back.
- Strengthen your ability to effectively manage conflict at work and at home.
- Successfully transition through a major life event such as a career change or geographic move.
- Identify what’s next for you in your professional career.

## Assessments

- **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®) 2.0** 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® for Managers™** is a 360-degree feedback assessment for managers at all levels. It measures 16 leadership competencies critical for success and 5 career derailers.
- **Center for Creative Leadership (CCL) Benchmarks® for Executives™** is a 360-degree feedback assessment designed to address the specific leadership issues of presidents, CEOs, COOs, and executive and senior vice presidents.
- **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®** is a decision-making assessment that empowers leaders to make better decisions by enlightening them on how to choose the most effective and appropriate decision-making styles for given situations. It also strengthens their awareness of effective outcomes based on the level of inclusion of others in the decision-making process.
- **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.