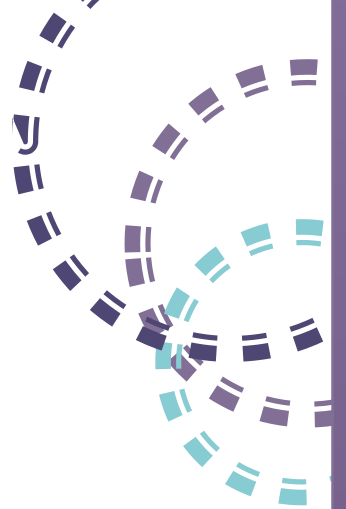


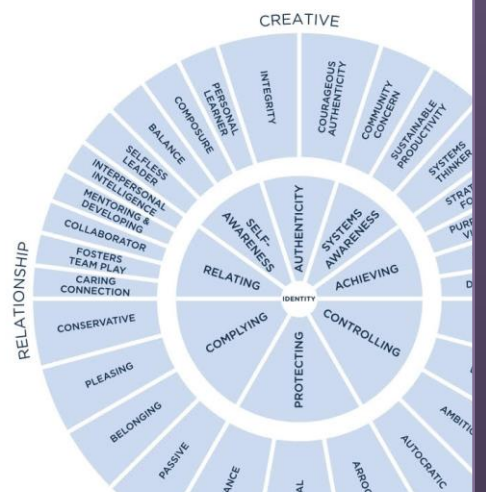


**MOUNTAIN HIGH
COACHING**

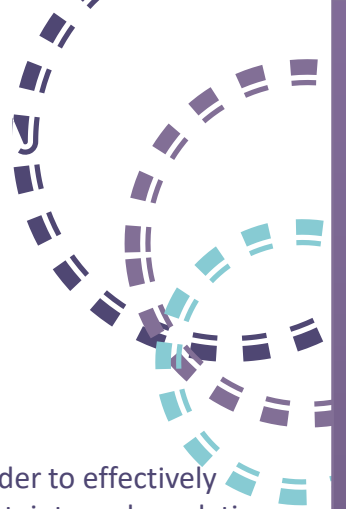


FOCUSED LEADERSHIP DEVELOPMENT AND COACHING PROGRAMME

with
MOUNTAIN HIGH COACHING
Incorporating the
Leadership Circle Profile™
360° Assessment



Get in touch:
hello@mountainhighcoaching.com
Christina@mountainhighcoaching.com



Welcome to your Leadership Development Journey!

Welcome to your personal **EPIC** leadership coaching journey!

This journey is designed to help you unlock your leadership potential in order to effectively respond to leading in a world of ever increasing volatility, ambiguity, uncertainty and escalating complexity – all of which are likely outpacing your capacity to learn.

Leaders touch everything that drives business performance. They are required to:

- Create and drive a compelling mission, vision and purpose, supported by lived values
- Effectively execute the organisation's strategy
- Communicate with clarity and focus
- Be a strong role model for a psychologically safe culture
- Develop, mentor and empower the leaders of tomorrow
- Build strong, caring, collaborative relationships
- Be comfortable with authentic vulnerability

It is apparent in today's world that what got leaders to where they are now in their journey is not necessarily the skillset, or mindset, that will help them drive tangible organisational success into the future in a highly competitive and often global market. And many leaders say they feel overwhelmed and in over their heads, while they face unprecedented issues, leading to increased stress and anxiety.

And so this journey is about continuously stretching yourself into becoming a leader fit for now and, with newly discovered self-awareness, to flexibly and confidently adapt to future contexts as they emerge around you. That means that most of our work will be around supporting you to recognise your own leadership growth edges and embrace personal development.

Within this programme, you will be having individual executive coaching sessions with your leadership coach. For the purpose of successful relationship, your coach will bring these key promises TO YOU and hold these key assumptions OF YOU:

Your coach promises to:

- ✓ Hold confidentiality at all times, as per the ICF Code of Ethics
- ✓ Give you their full and undivided attention as a coach
- ✓ Challenge you to see multiple possibilities and see benefit in holding polarities and paradox
- ✓ Be completely honest in your interactions and openly request you to do the same
- ✓ Champion your inner strengths and acknowledge you for your efforts in embracing change
- ✓ Hold your agenda as the only agenda they will hold and serve
- ✓ Support you in creating the outcomes that matter most to you in any area of your leadership
- ✓ Learn with you about what needs to go into your rucksack for the journey ahead.



Your coach assumes that:

- ✓ You have chosen to be in coaching relationship because you want to welcome change in your leadership
- ✓ You'll continually "design your coach" as your ideal coach
- ✓ You grant your coach full permission to fulfil their promises to you
- ✓ You will be totally open and honest with your coach and will continuously ask for what you want/need from them in order to create a powerful Coach/Client relationship
- ✓ You have trust in the coaching process and you are totally committed to getting your (or your sponsor's) money's worth from this relationship by leaning into this process 100%.

In addition to individual coaching sessions, there will be other resources used throughout this journey:

- Leadership Circle Profile™ as a powerful 360° leadership assessment of your creative, empowering dimensions and self-limiting, reactive tendencies in your role as a leader
- Your EPIC Adventure Workbook to capture your learnings.

Our longing for you is that this personal leadership coaching journey supports you in:

- revealing your leadership vision and your leadership mind traps that get in the way of bringing your full potential to life
- overcoming any immunity to change and developing your ability to create from a place of uncertainty
- reinventing your current leadership identity in your current context.

Enjoy your journey!

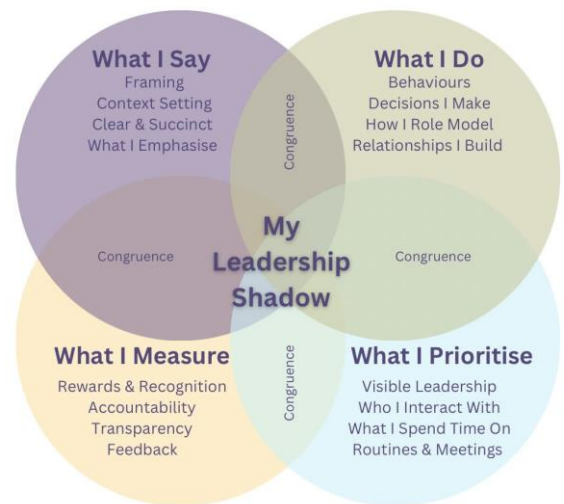


The business case for leadership development is compelling...

- Multiple studies have shown us that leadership, and the powerful influence it has on culture, is really the **ONLY** single differentiator between organisations
- Culture trumps strategy, every time, so even with a great strategy, if leadership is ineffective, the strategy, no matter how good, will fail
- Many surveys have told us that “Good people leave lousy bosses” and go to work for the competition
- Research confirms that those companies with effective leadership outperform companies with ineffective leadership, and include ongoing leadership development in their strategic focus. Because, these days, standing still in an increasingly demanding landscape is going backwards.

Fast changing environmental factors are demanding that leaders raise their effectiveness bar to greater heights, and it's crucial that they dig deeply into their creativity to do so.

Leaders, therefore, need to be collectively, with alignment, working hard to develop their self-awareness and understanding of how the leadership shadow they cast impacts the people they lead and the customers they serve. It is important to remember that an organisation will not transform one leader at a time.



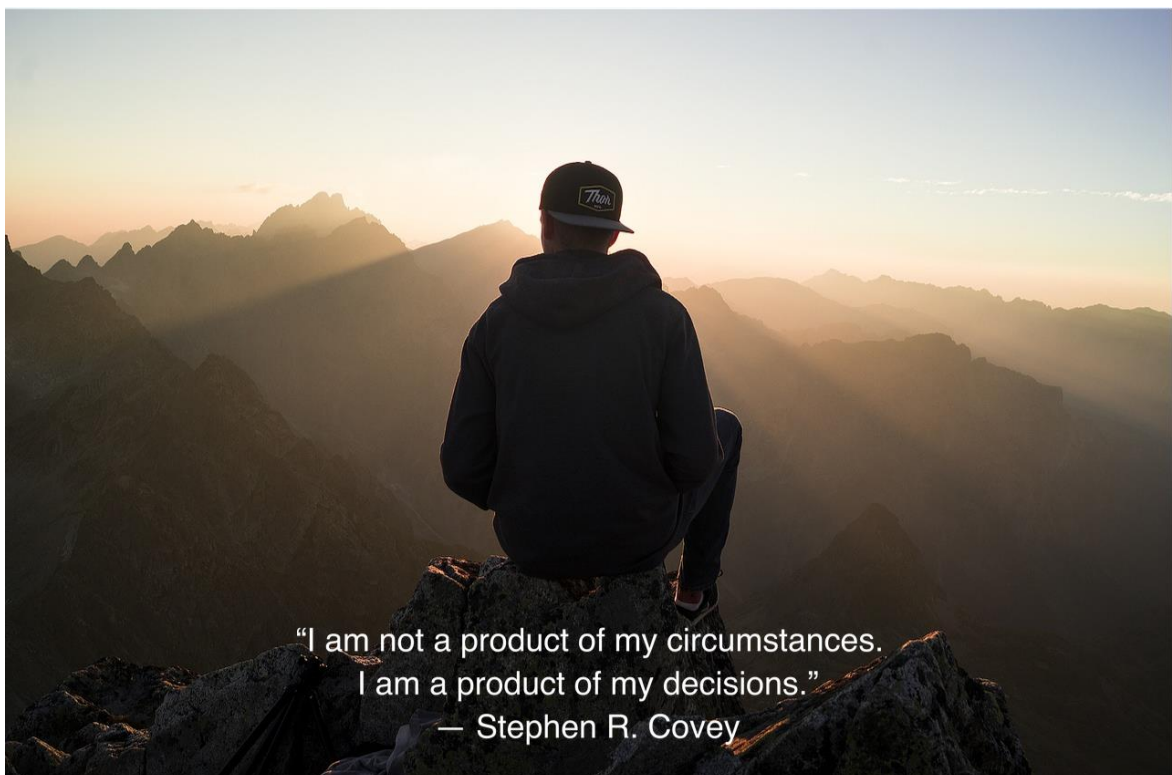
...as is the business case for leadership coaching...

Leadership coaching is important and impactful for several reasons:

- First, it helps leaders enhance their self-awareness and gain a deeper understanding of their creative strengths, reactive tendencies, and possible blind spots. Deep self-reflection allows them to develop a more authentic and effective leadership style.

- Second, leadership coaching provides a supportive, confidential and non-judgemental space for leaders to explore their fears and challenges, build their confidence, to let go of the need to control, and to develop new strategies for success. A coach can offer valuable insights and hold accountability to help leaders overcome obstacles and achieve their full potential.
- Third, it improves interpersonal and communication skills. Leaders learn to listen actively, lead from the back of the room when needed, provide constructive, future-focused feedback, and build strong, caring relationships with their peers and teams that foster psychological safety and create the environment for everyone to flourish and thrive. These skills contribute to a positive work environment, higher employee engagement, and improved team performance.
- Furthermore, the reality is that change is hard, and leadership coaching helps leaders navigate organisational complexities and adapt to change. It empowers them with the tools and mindset to make informed decisions, embrace conflict, and inspire and motivate their teams.

Ultimately, leadership coaching fosters continuous learning and development, enabling leaders to become more effective, resilient, and adaptable in their roles. It benefits both the leaders themselves and the organisations they serve.

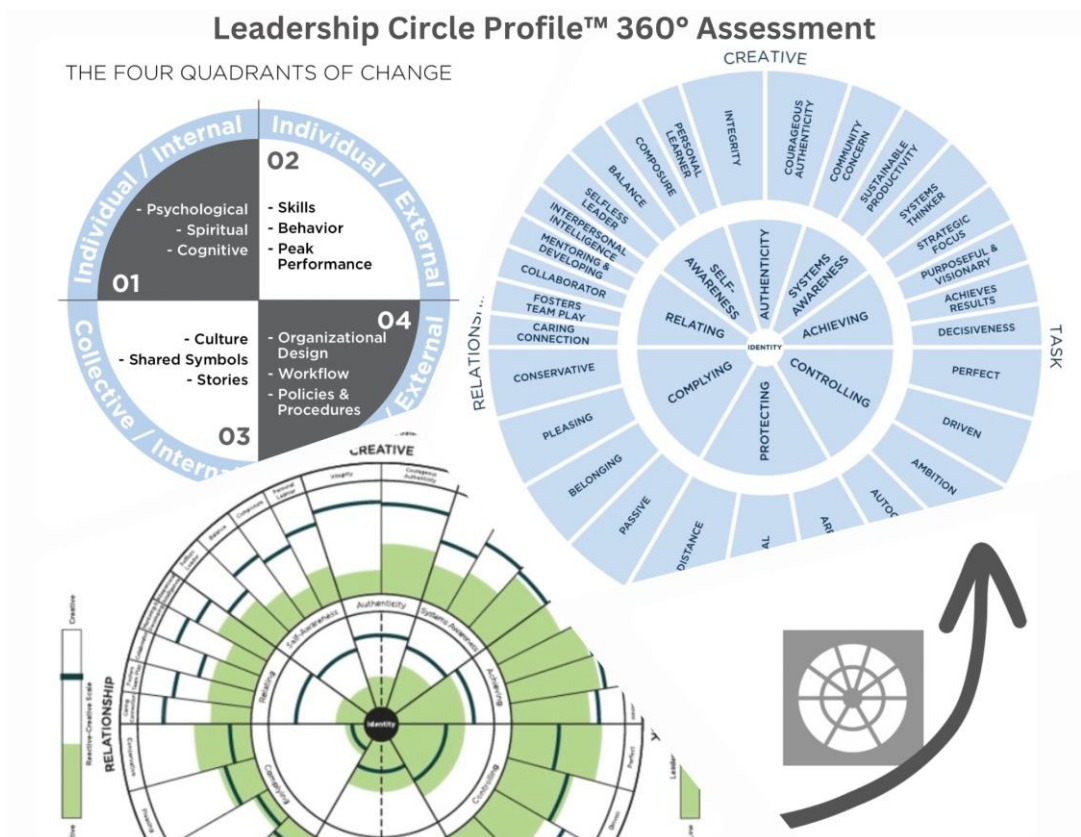


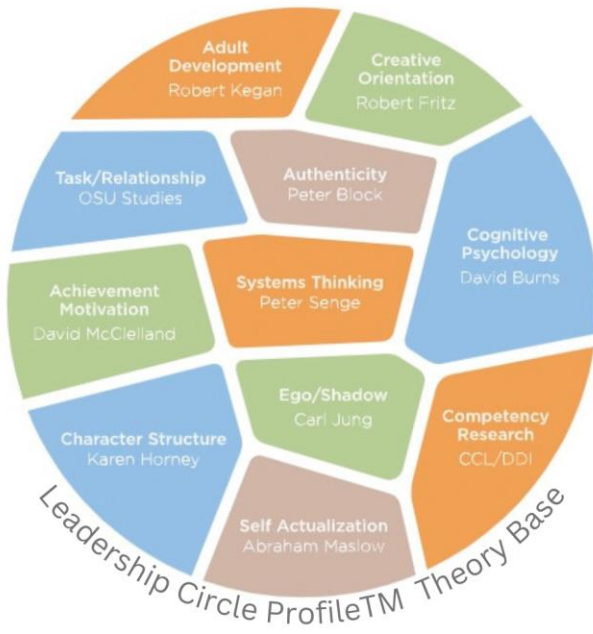
“I am not a product of my circumstances.
I am a product of my decisions.”
— Stephen R. Covey

The Leadership Circle Profile™ is a best-in-class, data driven, 360° assessment framework to help today's leaders understand how they show up as leaders, the impact that has on others, what and who has influenced their leadership style along their journey, and who they want to be and how they want to lead into the future.

360° Benefits:

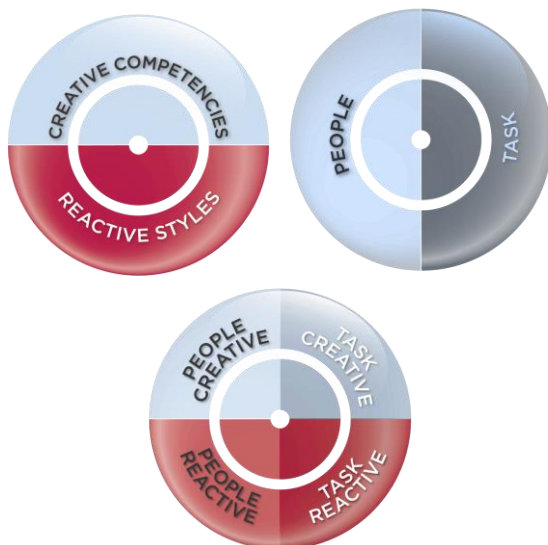
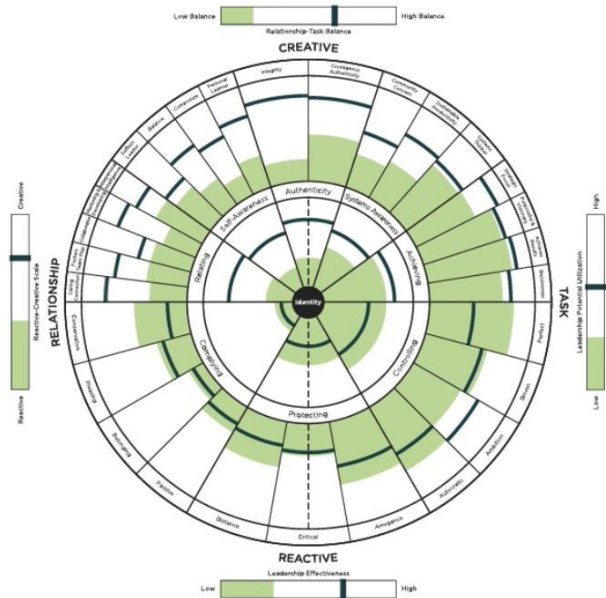
- Focuses development on key competencies
- Identifies strengths to build upon
- Shows the impact of your leadership style on others
- Highlights gaps in awareness
- Links thinking and behaviour
- Reduces potential for derailment





The LCP is based on a number of well known, proven theories and models, including Robert Kegan's Model of Adult Development, Cognitive Psychology, Systems Thinking and more.

The framework helps to shine a light on leadership effectiveness, and graphically represents the self-assessment ratings, the assessment of the chosen assessors, and compares the self perspective to an ever-increasing norm database of over 350,000 people who have taken the assessment to date. It is succinct, systemic, and offers insights set out in different ways. Context always needs to be considered when viewing the results. Its simplicity helps leaders to get to the source of their behaviours, which then offers choice for change.



This circle breaks down into different areas: the top half - the **Creative Competencies**, the bottom half - the **Reactive Tendencies**, the left half - **Relationship behaviours**, and the right half - **Task related behaviours**.

This can be broken down further into 4 quadrants: the **Creative-Relationship** in the top left, the **Reactive-Relationship** in the bottom left, the **Creative-Task** in the top right, and the **Reactive-Task** in the bottom right.

What is meant by Creative and Reactive?

CREATIVE COMPETENCIES are well researched competencies that measure how you achieve results, bring out the best in others, lead with a clear, well-communicated and compelling vision, invest in your own development, act with integrity, authenticity and courage, and improve organisational systems with a 'big picture' mindset.

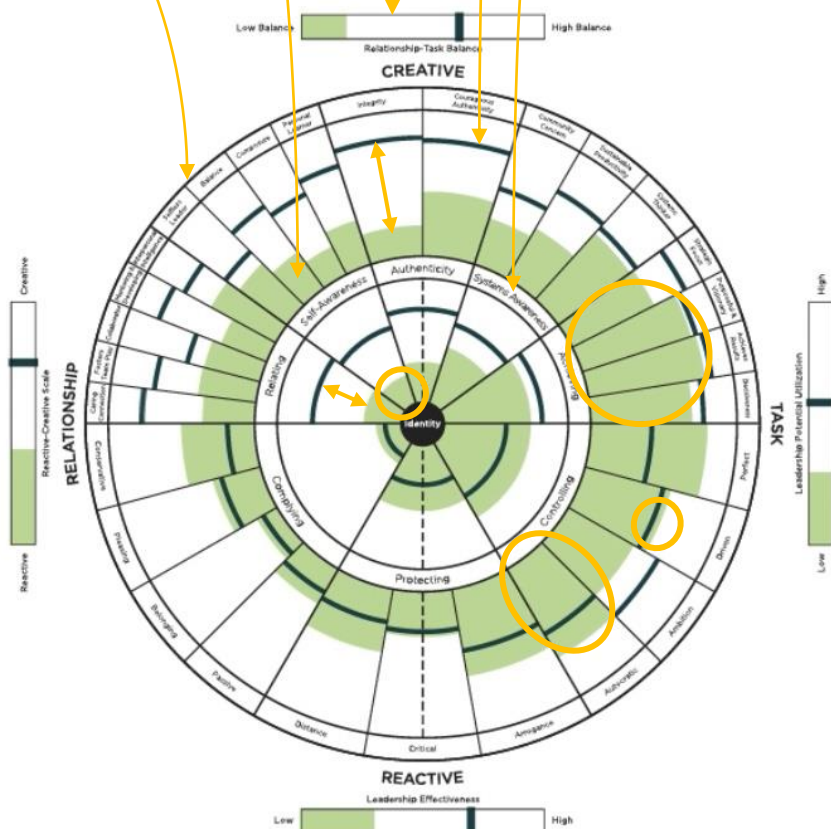


REACTIVE TENDENCIES are the leadership styles that emphasise caution over creating results, self-protection over productive engagement, and aggression and control over building alignment and strong collaborative relationships across the organisation. These self-limiting tendencies lean towards gaining the approval of others, protecting yourself and getting results through controlling tactics and behaviours.

What's in the Graph?

Depicting 29 dimensions in total, 18 of these lie in the Creative half, and 11 in the Reactive half. There is an **inner and outer circle**. The inner circle depicts 8 the **summary categories** of the 29 dimensions, 5 for the Creative, 3 for the Reactive. The **grey bar** shows your own assessment, the **green shading** shows the norm rating. The outer circle breaks the inner circle categories down into more **detailed dimensions**, that help you delve deeper. For example, you can get curious about the percentile differences between your own grey line, and the green shading, is it a large or small gap; are the ratings high, medium or low; and where do you notice more or less shading.

Surrounding the circle are the **summary bars** that help you to see the 'bottom-line' measures between your Creative and Reactive, Relationship and Task, whether there is unfulfilled potential, as compared to the norm, and your overall leadership effectiveness as rated by your assessors.





Are Reactive Tendencies ‘Bad’?

Short answer? No.

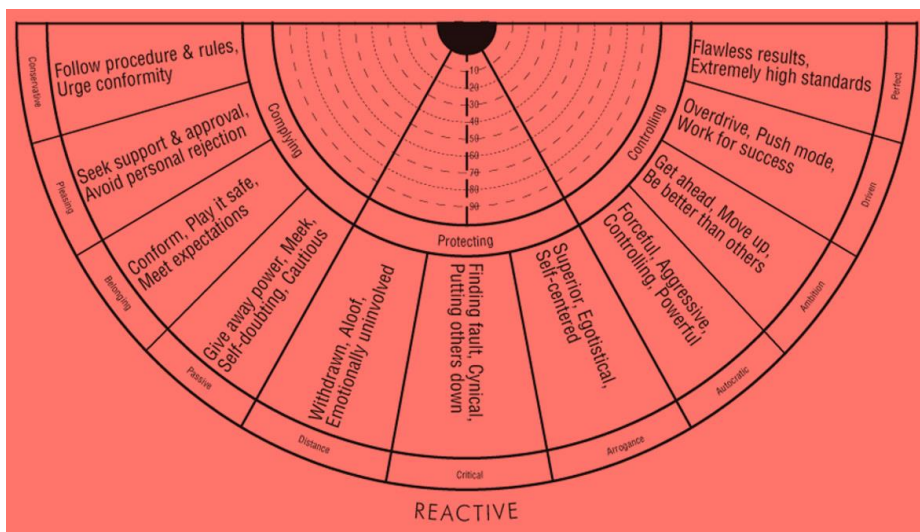
The LCP does not deal in good and bad, or right and wrong. If we’re having a bad day, though, then we could find that our Reactive Tendencies dominate our behaviour.

Research has shown that the more creative a leader can be in their leadership, the more effectively they will lead. So for highly effective leaders the graph will typically be more heavily shaded in green in the Creative half.

That doesn’t mean that there aren’t gifts to be had in the Reactive half. If Reactive Tendencies are known, understood and managed, they can be turned into more creative ways of leading to enhance effectiveness.

It’s important to remember that untapped potential can be found anywhere, in any of the 29 dimensions.

It’s all about connecting patterns of action to habits and internal assumptions of thought. Ultimately, the LCP increases inner awareness that affects outward behaviour.





With Mountain High Coaching, your journey should be EPIC!

Leadership coaching, developing self-awareness and making bold new decisions about your future leadership can be challenging. It can, at times, feel much easier to just ask for advice or simply wait to be told what to do.

This process requires a different approach. You'll need to fully commit with your head, heart and soul, to maximise its impact.

You're invited to be **EPIC** so that your journey can be epic.

Engage with Excitement and Enthusiasm – whatever the results, whatever the feedback, embark on your leadership journey with a positive mindset. It will keep you going if and when the going gets tough

Presence – be fully present for all sessions, park the distractions, because this is all about you and your learning adventure

Investigate and Inspect – be open to exploring and discovering along every step of the journey, wherever it takes you

Confront with Curiosity – stay open and inquisitive, even if faced with challenges and feedback that may awaken your self-defences



Financial Commitment

Your Personal Leadership Coaching Journey will also require you to set aside certain resources for your own development, meaning willingness, time and finances.

In terms of time, the programme investment is 6 months of your focused and committed time.

In terms of finances, the programme investment for senior and executive level leadership is £1,700.00 covering:

- ✓ Leadership Circle Profile™ 360° assessment
- ✓ Assessment Debrief lasting up to 2 hours
- ✓ 5 x 90 min + 1 x 1 hour individual coaching sessions, including ongoing access to your coach via e-mail and/or calls up to 15mins in between sessions.
- ✓ Note: For mid to low level management, the Managers Profile Assessment, Debrief and 6 Coaching sessions is £1,400.00.



A 10% discount is applied if 5+ leaders/managers undertake the programme journey together.



KICKOFF	Overview of the Leadership Circle Profile Assessment process - 30 mins
ASSESSMENT	Leadership Circle Profile Assessment - self & evaluators
DEBRIEF	Leadership Circle Profile Debrief - up to 2 hours
COACHING SESSION 1	Revealing Your Leadership Layers - 90 mins
COACHING SESSION 2	Building Relationship Muscle - 90 mins
COACHING SESSION 3	Your place in the Bigger Picture - 90 mins
COACHING SESSION 4	Designing your own Legacy - 90 mins
COACHING SESSION 5	Pulling it all together - 90 mins
COACHING SESSION 6	Celebrating your EPIC journey and taking in the panoramic view - 1 hour



Get in touch:

hello@mountainhighcoaching.com

Christina@mountainhighcoaching.com