

# John Mattone's Intelligent Leadership Executive Coaching Certification

## 2 Day "Immersion" Program 14 & 15 February 2018, Athens, Greece

### Pre-Workshop Assignments

- The Mattone Leadership Enneagram Inventory (MLEI)
- MLEI Predominant Trait & Least Mature Trait Readings & Application Exercises
- The Intelligent Leadership Executive Coaching Self-Assessment

### 14/02/2018 Day one

**8:00 - 8:30 Welcome & Intros** (CCE Category: Resource development – RD)

### **8:30 - 10:30 Intelligent Leadership, Setting the Foundation & Establishing the Coaching Agreement**

- The Intelligent Leadership Philosophy, Principles & Foundation.
- Overview of the Intelligent Leadership Executive Coaching Process- 4 Stages & 7- Pillars. Group Discussion – What is Executive Coaching? Characteristics of Great Coaches? Gap & How Coaches Can Close the Gap.
- Understanding John Mattone's proprietary Models – Wheel of Intelligent Leadership & Stealth Model so participants understand how strengthening a leader's "inner-core" is the foundation for strengthening a leader's "outer-core"; & understand that leadership growth is based on strengthening the 3C's: capability, commitment & connectedness.
- Sample coaching proposals, legal agreements are reviewed & discussed. Professional standards & ethics are discussed in groups. Sample introduction to coaching letters are reviewed & discussed in groups.

(CCE Category: Meeting Ethical/Professional Standards and Establishing the Coaching Agreement)

**10:30 - 10:45 Break**

### **10:45 - 11:45 Phase 1 of the IL Executive Coaching Process: AWARENESS**

- Building rapport, trust & credibility with the client quickly. Laser- focusing on understanding the "context" of the coaching assignment & igniting the clients vision, goals & passion.
- Meeting with the sponsor team & executive to be coached to understand context, goals, identify key stakeholders. Ensuring that everyone is clear on the coaching "roadmap", schedule & mutual responsibilities/commitments
- Behavioral interviewing protocol (sample questions); listening techniques & building coaching presence.

The Program is accredited by the International Coach Federation (ICF) and approved for 22.25 Coaches Continuation Units (CCE's)

- Participants will break into triads as part of an exercise to practice questioning & listening techniques.

CCE Category: Establishing Trust and Intimacy with the Client, Coaching Presence & Communicating Effectively

#### **11:45 - 13:30 Phase 2 of the IL Executive Coaching Process: ASSESSMENT**

- Overview of John Mattone's Proprietary "inner- Core" Assessment the Mattone Leadership Enneagram Inventory (MLEI) & "Outer-Core" Assessment, the Strategic Tactical Leadership Index-360 (STLI-360). In addition, other assessments are reviewed such as the Input-Output Processing Template 9IOPT) & CPI-260.
- Participants will have already completed the MPLEI (pre-workshop) & they will share their MLEI Interpretive Reports with the Group. John Mattone will provide the interpretive foundation & model. MLEI Profile & Debrief Exercise in Triads.

CCE Category: Creating Awareness of the "Inner-Core" & Establishing Trust and Intimacy with the Client

#### **13:30 - 14:30 Lunch**

#### **14:30 - 16:00 Phase 2 of the IL Executive Coaching Process (continued): ASSESSMENT**

- Overview of John Mattone's "Outer-Core" Assessment the STLI-360
- Participants will use a sample STLI-360 from the workshop resource manual as the foundation for learning how to read & interpret the STLI-360
- Participants will learn to deliver an STLI-360 Debrief
- Participants will learn the importance & value of feedback
- Participants will learn to deal with resistance & learn best practices in delivering 360 feedback
- Participants will learn how to interview "key stakeholders" to supplement the finding & results of the STLI- 360
- STLI-360 Role Play in Triads: Debriefing the STLI-360

CCE Category: Creating Awareness of the "Outer-Core", Establishing Trust and Intimacy; Communicating Effectively.

#### **16:00 – 18:00 Phase 2 (Part II) of the IL Executive Coaching Process: INDIVIDUAL LEADERSHIP DEVELOPMENT - PLANNING & PHASE 3: ACTION**

- John introduces his Executive Coaching Process 4 Quadrant Model: Indisputable Strengths & Development Needs; Surprise Strengths & Development Needs. John introduces the Core Purpose Statement (CPS) - Discussion & Examples. John introduces his proprietary tool, the Assessment- Driven Individual Leadership
- Development Planning (ILDLP) Tool to help leaders understand & integrate their assessment results, performance reviews, etc., as a foundation to building their ILDP's.
- John reviews the 6-Step ILDP Process & Toll & References the Leadership Actions Resource Library (in the resource manual) & Sample ILDP.
- Designing Actions that Leverage a leader's strengths & addresses development need. How to Engage Stakeholders & mentors at the foundation of Designing Actions.
- **Group Discussion- ILDP Process & Key Learnings from Day One.**
- **Homework:** Build your Core Purpose Statement & MLEI Exercise

The Program is accredited by the International Coach Federation (ICF) and approved for 22.25 Coaches Continuation Units (CCE's)

15/02/2018 Day two

**08:00 – 12:30 ACTION-Continued**

- Core Purpose Statement (CPS) – Share, Review & Discuss
- How to Inspire Leaders to create & re-create their Core Purpose Statement (this ignites the client's passion & over- arching vision & provides “context” for building the concrete ILDP.
- Defining the value of leadership growth
- How to involve Stakeholders in the development Process – sample messaging, emails, etc.
- Principle & Foundation
- How to Coach for Behavioral Change
- Practice Exercise in Triads: Conducting a stakeholder meeting

CCE Category: Coaching Presence, Active Listening, Powerful Questioning, Direct Communication, Creating Awareness, Designing Actions and Planning and Goal-Setting

**12:30 – 13:30 Lunch**

**13:30- 18:00 Phase 4 of the IL Executive Coaching Process: ACHIEVEMENT**

- MLEI Homework Application Exercise: Conducting an MLEI Debrief/Role Play in Triads
- The Leadership Story Exercise (review & discuss)
- MLEI Predominant Trait & Least Mature Exercise based in participant's results
- Measuring Leadership Impact using John's proprietary LeaderWatch Surveys
- How to Debrief a LeaderWatch Survey-Exercise/Role Play in Triads
- Wrapping-up a Coaching Assignment
- Executive Coaching Self-Assessment: Share Results. Any Changes from the Two Day Program

CCE Category: Managing Progress and Accountability

**Takeaways**

- Understanding the Intelligent Leadership Philosophy, Principles & Foundation.
- Context- The Coaching Agreement & Co-Creating the Relationship.
- Behavioral Interviewing using Powerful Questioning & Listening Techniques
- Defining & Co- Creating a Leaders Core Purpose Statement (CPS).
- Defining a Leaders Gifts & Strengths & Co-Creating an Action Plan to Sustain Them (and Aligned with their CPSP.
- Accurately Defining a Leaders Gaps & Co- Creating an Action Plan to address them (And align with their CPS)
- Defining the Value of Leadership Growth for the Leader, Stakeholders & Organization
- Involving Stakeholders & Mentors in the Coaching/Change Process
- Action Planning for Change & Growth
- Behavioral Reinforcement, Interpreting & Debriefing the MLEI & STLI-360 Assessments
- Measuring Leadership Impact, Growth & ROI, Establishing & Building Your Coaching Brand
- John Mattone Intelligent Leadership Coaching Certification

The Program is accredited by the International Coach Federation (ICF) and approved for 22.25 Coaches Continuation Units (CCE's)