

IMPACT DEVELOPMENT for LEADERS and TEAMS

‘Edu-coaching’ Practice

NORTHSTAR LEARNING’S - IMPACT DEVELOPMENT PROCESS delivers just-in-time ‘Edu-coaching’ experiences to facilitate behavioral, and business acumen growth for hi-impact individuals and/or teams. In contrast to traditional ‘program-based’ leadership development, **Edu-Coaching** is the strategic combination of targeted educational experiences and individual growth coaching designed to facilitate the rapid development of key leader(s) and their team(s). Edu-coaching includes: self/group assessments, individual and team development assignments, and personalized development planning and related ongoing coaching. Servant Leadership behaviors along with critical business acumen (e.g., process skill building) serve as the foundation for the **Impact Development Process** enabling RAPID individual, team and business growth.

| IMPACT LEADER | | | | | |
|----------------------------------|--|--------------------------------|--|--------------------------|--|
| Grow Self | | Grow Others | | Grow Business | |
| Authenticity* | <i>understand one’s own unique talents; live a transparent life to build trust and relationships</i> | Accountability* | <i>clarify expectations and hold followers accountable for personal and team performance</i> | Stewardship* | <i>conceptualize and proactively advance the organizational vision, mission and performance objectives</i> |
| Humility* | <i>commit to honesty, acknowledge mistakes, put accomplishments in perspective; actively seek the perspectives of others</i> | Empowerment* | <i>foster a proactive and self-confident workforce capable of data-driven process design and self-direction and correction</i> | Courage* | <i>take appropriate risks, proactively manage constructive conflict; challenge conventional wisdom and encourage new ideas and ways to operate</i> |
| Interpersonal Acceptance* | <i>value the unique perspective and contributions of others, demonstrate empathy and ensure broad inclusion</i> | Stand-back*/ Well-Being | <i>give priority to the well-being and development needs of others; ensure the necessary support and sharing of credit</i> | Business Acumen** | <i>build specific business knowledge, capabilities and foresight required to ‘make good quick decisions’; know the right questions to ask</i> |

* eight strategic behaviors of Servant Leadership

** designed to address business understanding/capability gaps

| IMPACT TEAM | | | | | |
|--------------------|--|----------------------|---|------------------------|--|
| Grow Self | | Grow Others | | Grow Business | |
| Team Design | <i>understand one’s own unique talents and the talents of others and how to best organize toward defined goals</i> | Team Dynamics | <i>design and implement team processes and behaviors to maximize individual and group engagement, contribution and output</i> | Team Capability | <i>build the knowledge and skills necessary to identify, quantify and capture business opportunity/s</i> |

SAMPLE OF EDU-COACHING ACTIVITIES

| IMPACT LEADER | | | | | |
|---|---|--------------------------------|--|--------------------------|---|
| <i>Includes: Dynamic Edu-coaching Development Plan - tailored to individual and/or cohort development goals/needs</i> | | | | | |
| Grow Self | | Grow Others | | Grow Business | |
| Authenticity* | Assessments <i>Servant Leadership Strengths Finders 360 feedback; Hogan</i> | Accountability* | Assessments: <i>Situational Leadership Conflict Style Inventory Psychological Capital</i> | Stewardship* | Assessments: <i>Strategic Capability Risk Tolerance Business Acumen Assessment/s</i> |
| Humility* | | Empowerment* | | Courage* | |
| Interpersonal Acceptance* | Skills <i>Leveraging our Strengths Living True to our Values Impact Awareness Creating Safe Spaces Respect & Well-being Work/Life Balance Diversity & Inclusion Influence Strategies Career Growth Planning Self-Awareness Training Self-Leadership</i> | Stand-back*/ Well-Being | Skills <i>Gifts of Leadership Situational Leadership Leading through Strengths Empowering/Delegation Building Accountability Managing Conflict Planning & Evaluating (team & individual) Performance Motivating & Engaging Consequence Management Work/Role Designs Project Leadership</i> | Business Acumen** | Skills <i>Strategic & Planning Acumen Customer Experience Acumen Decision Making Acumen Financial Acumen Marketing Acumen Sales Acumen Change Acumen Process Improvement Acumen Information Acumen Innovation Acumen Risk Acumen People/Well-Being Acumen</i> |

* leverage the eight impact behaviors of Servant Leadership

** designed to address business understanding/capability gaps

| IMPACT TEAM | | | | | |
|--|---|----------------------|--|------------------------|---|
| <i>Includes: Dynamic Edu-coaching Development Plan - tailored to individual and team development goals/needs</i> | | | | | |
| Grow Self | | Grow Others | | Grow Business | |
| Team Design | Assessments: <i>Strengths Finders Trust Inventory</i> Skills <i>Launching a Team Leverage Other’s Strengths Best of me when...</i> | Team Dynamics | Assessments: <i>FIRO-B; DISC; MBTI; PI Teamwork Assessment/s</i> Skills <i>Working Together Optimal Team Processes Process Facilitation</i> | Team Capability | Assessments: <i>Culture and Engagement Psychological Capital</i> Skills <i>Business Acumen (see above) Capability Development Benchmarking</i> |