

# Change Coaches Leadership Academy Bundles: Prepare Your Middle Managers to Lead in Today's Workplace

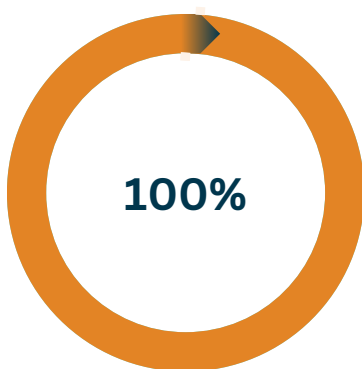
## In a Nutshell

Change Coaches Leadership Academy Bundles are impactful leadership development experiences that transform departments and teams for long-term success. With a series of workshops on DEIB, psychological safety, belonging, and/or team culture topics, Change Coaches delivers a carefully curated mix of assessments, workshops, and Apply Sessions™ based on the organization's needs and goals. Recently, we worked with a professional services organization to create a Leadership Academy that would provide their leadership with the skills to develop stronger relationships across differences, including coaching skills.

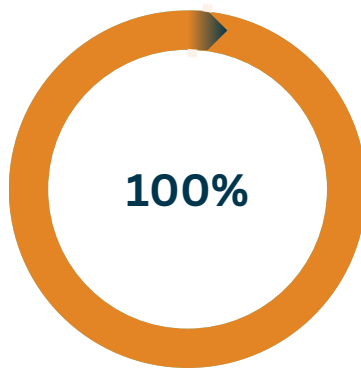
## We Partner with Clients to Meet Their Unique Needs

We were approached by a mid-sized Professional Services organization that had three goals for their Leadership Academy: to explore diversity, equity, inclusion, and belonging from a managerial perspective, to develop stronger relationships with colleagues and within teams, and to gain basic coaching skills to increase a team-based culture of belonging and psychological safety throughout the organization. The organization had already completed basic DEI and basic manager fundamentals for all leaders. However, they weren't seeing behavioral change at the rate that they expected. The organization ended up hiring Change Coaches to go deeper and to see the behavioral change.

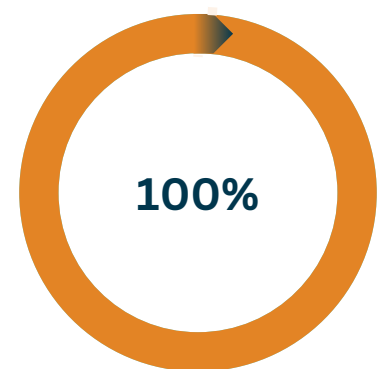
## Our Clients Love Our Approach and Service



**% of clients who  
rate our services as  
"Excellent"**



**% of clients who  
would recommend us  
to others**



**% of our clients who  
said we addressed their  
unique needs**

# Change Coaches Leadership Academy Bundles: Prepare Your Middle Managers to Lead in Today's Workplace

## Our Values Guide Our Approach

Before we proposed a solution, we engaged the client in a Clarity Session. These sessions are specific to the Change Coaches client partnership approach. We understand that business leaders are busy and that sometimes they can start regurgitating goals without really understanding what they mean or what outcomes they are seeking. This is why these sessions are so important. This particular group also wanted to be acknowledged for the work they had done to date but recognized that behavior change had plateaued.

After clarity session, we agreed to deliver two learning bundles: Leading in Today's Workplace and Leadership Coaching Fundamentals. In addition to these learning sessions, we provided in-session coaching, and development planning support for leaders and managers. We also added in a couple of workshops for individual contributors including How to be a REAL Ally and kept the idea of offering the Leadership + Team Effectiveness assessment to all managers open.

Going Beyond DEIB

Making a Lasting Impact

Creating REAL Connections Across Differences

Integrity + Respect

Finding Possibilities

## The Results of This Partnership

During the period that the Professional Services engaged with our team, their DEI engagement increased from 72 to 94% - a notable improvement. Participants personally noticed that they were able to apply workshop concepts like equity, collaboration, and awareness to their own leadership. They also immediately experienced more confidence when coaching their teams, along with better collaboration across teams.

"I have heard nothing but good feedback."

"The teams loved the session!"

"I just wanted to say today's session was 🔥 (amazing)!!!"

## How Can I Bring This to My Company?

In addition to Leadership Academy Bundles, we also offer Coaching + Assessment Based Accelerators, single workshops, and a la carte options. What worked for the Professional Services firm may not be right for your company - and that's fine. We look forward to getting to know your team, hearing about the challenges you face, and designing a Leadership Academy Bundle that is perfect for you.

