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Leadership and Talent Development
...from hire to retire

Solutions from RightPath

Team Building, Development and Coaching
Leadership Development and Executive Coaching
Leadership Assessment and Training
Career Development and Assessment
Interviewing and Benchmarking for Selection
Succession Planning
EQ – Emotional Intelligence
Building Trust (For Leaders and Teams)
Merging and Realigning Workforces
Sales – Behavioral Based Selling
Train-The-Trainer Available

PATH 4 and 6 Behavioral Profiles
RightPathing Your Leadership
RightPath Leadership 360
RightPathing Your Future
High Potential Development
Inclusion – Diversity @ Work
Mastering Creative Conflict
Conflict Resolution
Communications Training
Call Center Training

RightPath Resources is a leadership and talent development company with a vision of leading individuals and organizations to align people, passions, and positions to achieve maximum performance.

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Today’s Leadership Challenge

Growing the bottom line and achieving business results are critical for any company to sustain success. Yet, when asked to define their greatest asset, many executives cite their people — particularly their leadership. So, what are companies doing to invest in and grow this asset? Forward-thinking executives sense the urgency to grow leaders from within, anticipating the fast-approaching “leadership skills gap.” Research shows that companies that invest in growing their leaders gain a distinct advantage in the ability to:

- Build a ‘bench’ of next generation leaders
- Attract and retain high-impact employees
- Improve overall business performance
- Achieve competitive advantage

RightPath’s Leadership Solution - The Leader As Coach

To support companies in growing leaders, RightPath Resources created a solution derived from years of work inside companies — developing and coaching highly successful leaders and leadership teams. This solution, RightPath® The Leader As Coach, provides an innovative approach to bridge the “leadership skills gap” and accelerate growth of leaders. The Leader As Coach is unique because it equips a company’s existing leadership with new knowledge, skills, strengths and coaching tools in order to develop multi-dimensional leaders — for now, and for the future.

A MULTI-DIMENSIONAL LEADER is a leader who is successful at getting results, building relationships and developing other leaders.

Developing the Multi-Dimensional Leader

Research and experience confirm that leaders learn best from on-the-job experience coupled with real-time feedback. Applying these powerful insights, The Leader As Coach combines interactive classroom experience with workplace application. In bi-monthly workshops, participants learn a core coaching competency, apply it to workplace and leadership experiences, and receive real-time feedback. The return on your investment expands exponentially. As a result, your organization transforms into a dynamic, leadership coaching culture — the signature of a sustainable market leader.

The Coaching Conversation...a Model for Coaching

The centerpiece of The Leader As Coach is RightPath’s The Coaching Conversation. Here the leader learns to establish an environment of trust, actively listen to the person they are coaching, use powerful questions to focus on the most critical aspects of the conversation, and create a plan of action that is agreed upon by both parties for accountability. Highly productive coaching occurs when the following elements are present:

- The Right Coaching Atmosphere...An appropriate climate of trust and respect.
- The Right Coaching Structure...A proven process to facilitate a productive coaching conversation.
- The Right Coaching Assessments and Tools...Access to accurate and applicable information from validated behavioral profiles, 360 feedback and observed behavior.
- The Right Coaching Competencies...The most critical skills necessary to be a successful “Leader as Coach.”

The Compounding Growth Effect

The RightPath Leader As Coach initiative generates a multiplier effect. With leaders coaching leaders, the impact cascades throughout the organization. The return on your investment expands exponentially. As a result, your organization transforms into a dynamic, leadership coaching culture — the signature of a sustainable market leader.

The Path to Develop a Multi-Dimensional Leader

1. The Coaching Conversation: Leading others through coaching.
   - Learning coaching skills and ways to inspire and guide others in personal and professional growth.

2. Managing Differences: Leading others different than yourself.
   - Learning ways to manage, develop and motivate others who have radically different behavioral styles and preferences.

3. Emotional Intelligence: Leading others through emotions.
   - Learning ways to become aware of emotions (yours and others’), to respond appropriately, and to manage relationships for greater success.

   - Learning ways to give encouragement and feedback that inspires followers and keeps them positive even while receiving course corrections.

5. Difficult Conversations: Leading others through difficult conversations.
   - Learning ways to hold others accountable and produce results while still maintaining valuable relationships.

   - Learning ways to lead others to embrace change and press forward despite risks and uncertainty.
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