Empower Your Talent

Leadership Development
for Every Level

IMPACT GROUP®
Putting energy and resources toward your most important asset—your people—ensures they’ll be more engaged, more effective and more invested in your company’s future.
There’s no such thing as an effective one-size-fits-all approach to leadership development.

Sure, established and rising leaders share some key competencies and foundational tools. But no two are exactly alike in how they learn, integrate new skills and apply best practices. IMPACT Group leverages actionable development plans and personalized development programs to transform the leadership skills of employees at all levels.

We Grow Great Careers

**OUR PURPOSE**

Your company will achieve future growth and success through creating deep bench strength. IMPACT Group will help you recognize, develop and empower leaders to grow into their full personal and professional potential.

+ **Leverage our coaching expertise and insights** on key behaviors and skills that unlock potential in your talent. Having an expert as a resource to coach, role play and provide objective feedback drives increased success.

+ **Empower employees** to flourish in their career so they become more engaged, more effective and more loyal to your organization.

+ **Combine one-on-one coaching and workshops** to give your talent the knowledge, skills and tools they need to succeed today and tomorrow.

**READY FOR A NEW APPROACH**

64% of companies believe their current leadership development programs deliver “some” or “little to no” value

*Is this you?*

**OUR VISION**

Build a better world by empowering people to find and grow great careers.

**OUR MISSION**

Make a positive impact, one relationship at a time.
OUR APPROACH

**Advancing careers is our commitment.**

IMPACT Group’s approach centers on integrated development, action-oriented learning and personalized coaching. Research proves that new skills and habits stick when activity-based learning is combined with one-on-one coaching. We take it a step further—providing **one-to-me (1:Me) coaching** that is uniquely tailored to each employee.

Your core competencies and values matter. That’s why our actionable development plans center on the needs of your organization and employees—moving your teams, high potentials and executives forward.

**Tailored, adaptable programs based on your competencies, culture and business needs.**

**Employee-centric focus to enhance engagement, improve retention and build a robust talent pipeline.**

**Comprehensive solutions that embed leadership development into the culture of your organization.**

**Integrated learning model to escalate the mastering of new skills, behaviors and habits.**

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**Drive Breakthrough Transformation**
Coaching is the Amplifier

A personal coach is at the core. Development of an Action Plan kick-starts the program after discussions with both the participant and manager. Our integrated approach focuses heavily on experience learning with activities and stretch assignments, complemented by learning from others and resources. It’s the best mix for long-term results.

OUR INTEGRATED LEARNING MODEL

- Actionable Development Plans
- Capstone/Project Learning
- Executive Support and Manager Coaching
- Cohort Learning Circles

Amplified Learning

1:Me Coaching

Accelerated Employee Success

+ more engaged
+ more effective
+ more loyal

OUR RESULTS

The combination of personalized coaching and integrated development amplifies learning and accelerates employee success, creating leaders who drive collaboration and deliver impressive business results.
Women in Leadership™

Accelerate Women’s Careers Through Coaching

Having women at the top of your org chart is more critical than you may realize. Companies with more women executives see a 53% higher Return on Investment, 42% higher Return on Sales and 66% higher Return on Invested Capital. We can’t think of a more solid investment strategy. Women will enhance their personal effectiveness, business acumen and corporate visibility while laying the foundation for the next step in their career.

Executive Coaching

Develop Your Top Talent

There’s a reason coaching doesn’t stop with Little League. The best athletes in the world—from Olympians to major league baseball players—rely on their coaches to enable their successes, challenge them through struggles and hold them accountable for continual growth. A one-on-one Executive Coach empowers leaders to build self-awareness, develop a strategic approach, grow their EQ and enhance their ability to motivate teams in order to drive transformational results.

High IMPACT Start

Create Seamless Transitions for New or Relocating Talent

Whether a stellar leader is completely new to your organization or was recently promoted, transitions are tough. “Sink or swim” is rarely a successful approach to onboarding new leaders. Without a strategic transition plan, you’re at risk of losing them altogether. Coaches and new leaders will create a critical action plan to speed their acclimation to a new role, engage their team quickly and build key stakeholder relationships for long-term success.
High IMPACT Coaching

Build Your Succession Pipeline
You’re surrounded by potential. You have people in your organization who are eager to do more—be more—than they currently are. To close the gap between high potential and thriving achiever, they need to be supported. Challenged. Coached. Empower rising talent to grow critical leadership competencies through coaching and action learning.

High IMPACT Teams™

Unleash Team Potential Through TeamEQ™
Collaboration, the new paradigm in business environments, inspires creativity and innovation. But it can also complicate decision-making and create conflict. Through team emotional intelligence (TeamEQ™), it’s possible to leverage the benefits of team-based work while avoiding potential downfalls. Participants learn to better lead themselves and others by developing skills in self-awareness, self-management, awareness of others and managing relationships.

High IMPACT Leadership™

Engage Employees with Next-Level Leadership
There’s a difference between managing work and leading people. When managers focus primarily on tasks and to-dos, business gets done. When leaders shift their attention to tapping the full potential of their people, business moves forward. Through an integrated program of assessment, coaching, onsite sessions, and action learning, participants will gain skills to create and sustain a high-engagement, high-productivity culture for the organization.
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<thead>
<tr>
<th>Objective</th>
<th>Results</th>
<th>Audience</th>
<th>One-on-One Coaching</th>
<th>Workshops</th>
<th>Assessments</th>
<th>Individual Action Plan</th>
<th>Hands-on Learning</th>
<th>Kickoff &amp; Wrap-up Events</th>
<th>Community Benefit</th>
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<tr>
<td><strong>Women in Leadership</strong></td>
<td>Create a more inclusive culture and accelerate women’s careers</td>
<td>Improved personal effectiveness, business acumen and corporate visibility, resulting in higher engagement, advancement and retention</td>
<td>High potential women and their managers</td>
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<td><strong>Executive Coaching</strong></td>
<td>Enhance effectiveness of executive-level leaders for the purpose of either development or remediation</td>
<td>Improved self-awareness and communication skills, identification and remediation of potentially derailing skills and behaviors, heightened overall effectiveness</td>
<td>Executives, those slated to move to a future executive role and their managers, when applicable</td>
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<td><strong>High IMPACT Start</strong></td>
<td>Enable new leaders to take a strategic approach to their first 100 days</td>
<td>Increased retention, reduced time to acclimate, enhanced stakeholder relationships, strong foundation for future success</td>
<td>Executives, relocating managers, new hires</td>
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<td><strong>High IMPACT Coaching</strong></td>
<td>Grow a pipeline of next-gen leaders through coaching on key competencies</td>
<td>Improved engagement, competency development and increased business returns</td>
<td>Rising leaders, high potentials and key talent, in addition to their managers</td>
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<td><strong>High IMPACT Teams</strong></td>
<td>Enhance collaboration and team performance at any level</td>
<td>Improved awareness of self and others, enhanced intra-office communication, increased trust, reduced conflict and fully integrated new team members</td>
<td>Executive teams, management teams, teams of individual contributors and departments or cross-functional teams</td>
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<td><strong>High IMPACT Leadership</strong></td>
<td>Create a coaching culture where managers engage and motivate employees</td>
<td>Enhanced employee engagement, productivity and retention</td>
<td>Managers, rising leaders and team leads</td>
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**Key Program Component**

Assessment tools vary based on the purpose and needs of each tailored program. Tools include: Birkman Method® Assessment, 360° Assessment, MBTI, eCareerFit and Social and Emotional Intelligence Profile