



Executive Program
Impact

Expand Systemic Influence to Drive Change Across the Organization

Through interview-based 360 assessments, real-world observation, and stakeholder engagement, the Impact Program develops senior leaders who drive systemic change. The program combines business-aligned Individual Development Plans with a Leadership Development Toolkit featuring 3-5 year vision planning.



Why Organizations Choose Impact

The Impact program develops leaders who drive systemic change:

1

Accelerates transformation and drives organizational agility. This program unites stakeholders to lead through complexity and navigate change.

2

Builds leadership bench strength. Develops high-potential leaders preparing for C-suite roles, strengthening succession pipelines through coaching.

3

Improves retention of senior talent. Systemic coaching addresses root causes of burnout, misalignment, and executive derailment

4

Strengthens cross-functional collaboration and influence. Builds leaders' capacity to influence, align stakeholders, and drive accountability across the organization.

5

Creates visible, measurable outcomes. Continuous feedback via surveys, alignment meetings, and Closing Reports demonstrates progress for the leader and organization.

Program Framework

Duration: 6 months

Structure: Each leader partners with a seasoned executive coach who combines business acumen with deep experience in organizational systems. Together, they co-create a development journey that integrates personal insight, real-world feedback, and measurable business impact.

Core Experience



Interview-Based 360 Assessment & Real-World Observation

Coaches gain a holistic view of how leaders show up across relationships and within key moments. These insights reveal both behavioral patterns and the cultural factors shaping their impact.



Individual Development Plan (IDP)

Each leader sets one business-aligned development goal in collaboration with their manager and coach, ensuring clear success measures, accountability, and alignment with business priorities.



Leadership Development Toolkit

A confidential digital toolkit guides reflection and future planning. Structured exercises support influence mapping, trigger awareness, and a 3-5 year leadership vision to sustain growth beyond the program.



Sustained Stakeholder Engagement

Pulse Surveys and ongoing check-ins ensure feedback remains active throughout the coaching journey. Stakeholders become visible partners in the leader's progress, reinforcing accountability.



Measured Outcomes & Closing Report

Progress is documented through monthly updates, alignment meetings, and a closing reflection that captures growth, behavioral change, and enterprise-level impact.

Who It's For

Senior executives who drive impact

Leaders who must influence without direct authority

High-stakes role transitions at the senior level

Change leaders leading transformation

Leaders who manage complex environments

Critical roles where failure has organizational impact

High-potential C-suite Leaders

Why It Works

Impact distinguishes itself through its systems-based design and real-world integration:

- **Context-rich feedback.** Interview-based 360s uncover hidden dynamics influencing leadership effectiveness.
- **Systems thinking focus.** Equips leaders to understand and influence complex networks across the organization.
- **Dual development design.** Merges a business-aligned IDP with a personal Leadership Toolkit for balanced growth.
- **Future-oriented planning.** Connects short-term change to long-term strategic leadership vision.
- **Observed leadership moments.** Real-world observation grounds development in authentic situations.
- **Sustained stakeholder involvement.** Ongoing feedback loops make growth visible and supported across the enterprise.



Discover how we can help you develop the strategic leaders your organization needs.