



Executive Program
Readiness

Deepen Leadership Skills to Strengthen Individual Performance

The Readiness Program helps leaders strengthen their individual performance by deepening their skills in one of three core areas of leadership: **Strategic Thinking**, **Communication**, or **Leading Others**. The program facilitates development that is focused, measurable, and relevant to each leader's next step.



Why Organizations Choose Readiness

The Readiness Program turns development into daily practice through targeted coaching, measurable outcomes, and stakeholder alignment.

Organizations choose Readiness because it delivers results that matter:

1

Accelerated readiness for bigger roles. Concentrates on one high-impact development goal for measurable growth, reducing time-to-performance.

2

Builds leadership bench strength. Systematically closes key capability gaps across levels through consistent pathways that remain personalized to each leader.

3

Strengthens retention and engagement. Invests in rising leaders and reduces the risk of derailment in role transitions through manager alignment and support throughout.

4

Behavior + mindset change. Goes beyond skills to address the thoughts and emotions behind leadership patterns, creating sustainable transformation.

5

Scalable succession and results. A consistent framework supports leadership pipelines. Assessments quantify growth, impact, and readiness across the organization.

Who It's For

High-potential
leaders
preparing
for expanded
responsibilities.

Newly promoted
leaders needing
fast ramp-up in
key skills.

Senior leaders
with targeted
capability
gaps.

Technical experts
transitioning
into people
leadership.

Program Framework

Duration: 6 months

Structure: Each leader works with a dedicated executive coach. Together, they create an **Individual Development Plan** to convert feedback into measurable behavior change.

Three Development Pathways: Leaders focus on one high-impact area.

Strategic Thinking

Expand enterprise perspective, improve decision quality, and lead with clarity of vision.

- Risk Taking + Innovation
- Problem Solving
- Critical Thinking
- Leadership Vision
- Envisioning Opportunities

Communication

Communicate with clarity, confidence, and impact.

- Providing Feedback
- Influence
- Cross-Team Collaboration
- Conflict Management
- Communicating with Impact

Leading Others

Build strong teams while developing trust and influence.

- Teambuilding
- Empowering Employees
- Talent Development
- Planning + Collaboration
- Coaching a Team



Core Experience



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.



Research-Backed 360 Assessment

This assessment provides normative benchmarks and gap analysis to help leaders understand how others experience their leadership and identify areas for development.



Manager Alignment Throughout

Managers participate in three key alignment meetings, and provide critical ongoing feedback, ensuring the engagement aligns with the business needs and sustained support for the leader's development.



Measurement & Impact

Readiness shows results through both qualitative and quantitative data. Monthly Progress Reports, a Stakeholder Pulse Survey and Closing Report articulate observable behavior change and impact.



Why It Works

Readiness turns development into daily practice. Leaders apply new behaviors in real work, reinforced by coaching and stakeholder feedback. This structure creates growth that is measurable, lasting and 100% tied to business outcomes.

What Makes Readiness Different?

- **Depth over breadth:** Leaders focus on one capability, building measurable mastery for lasting results.
- **Behavior + mindset change:** Coaching explores both what leaders do and how they think, for deeper transformation.
- **Individual accountability:** Growth is reinforced through feedback and support from key stakeholders.
- **Personalized engagement:** Plans fit each leader's unique context, challenges, and career trajectory.
- **Proven outcomes:** Validated assessments and stakeholder surveys demonstrate real, measurable change.
- **Fast, scalable structure:** Ideal for succession and performance acceleration, and developing cohorts.



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