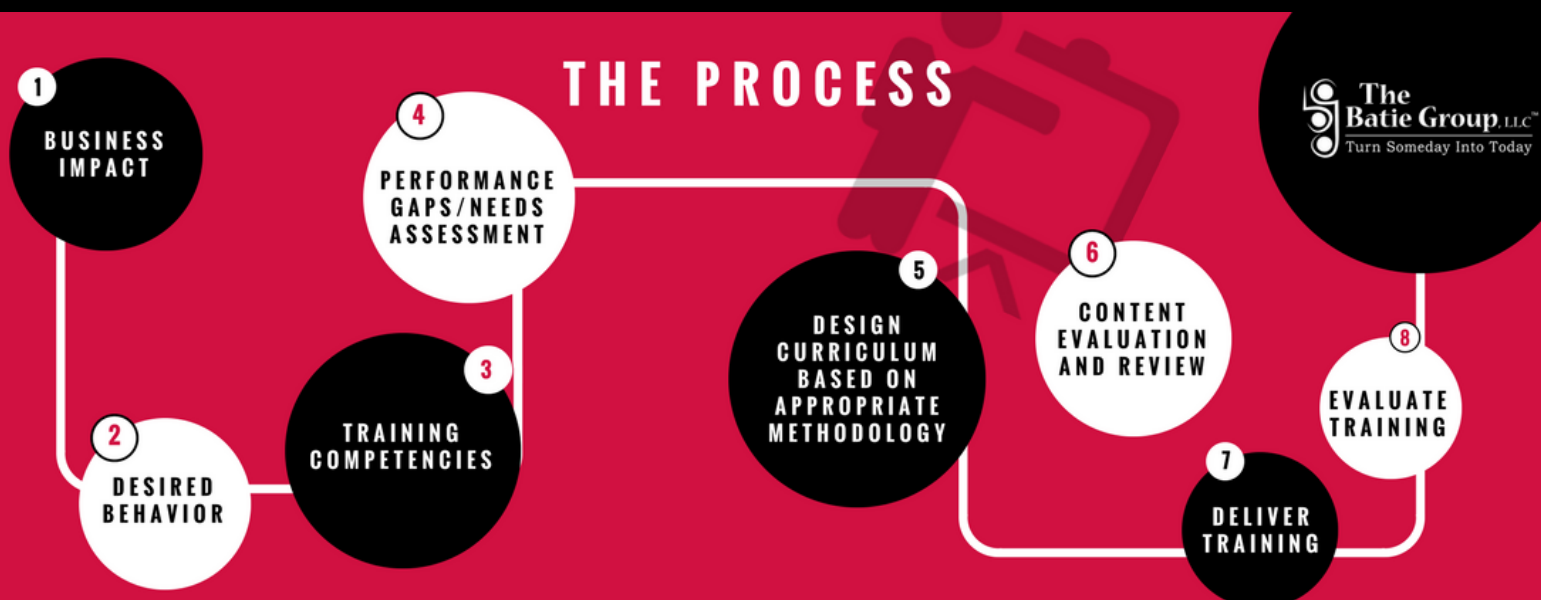


LEADERSHIP TRAINING & DEVELOPMENT



TRAINING METHODOLOGY

Our training and development programs are all about getting results that are aligned with the organization's vision and strategy. The Batie Group offers customized solutions ranging from instructional design and content development to engaging expert facilitation. We employ a comprehensive approach to understanding and delivering the appropriate training and development approach.



EXECUTIVE COACHING PROCESS

The Batie Group provides Executive Coaching services for leaders and high-potential individual contributors who are seeking to develop for increased effectiveness and opportunities. The typical client is seeking a targeted solution that will support continued development and organizational effectiveness.

IMPACT AREAS & METHODOLOGY

BEHAVIORAL

Many aspects of leadership are behavioral in nature and can be learned and developed.

BUSINESS RELEVANCE

While Coaching will engage each client at the individual level, the ultimate goal is to align individual performance with the organization's strategy, objectives and developmental goals.

EFFECTIVE LEADERSHIP

Coaching helps leaders grow and extend what they are learning to support others as they develop into more effective and accountable leaders.

FLEXIBILITY

Coaching assists leaders who work in demanding environments that are susceptible to ongoing changes and complexities. It helps them become more adept at change leadership and agility.

ORGANIZATIONAL IMPACT

Coaching is a viable and sustainable solution when its effects have recognizable impact and value extending beyond the engagement with the Leader. This includes: direct staff, peers, managers and other organizational stakeholders.

SUSTAINABLE SOLUTIONS

Coaching is an ongoing, experiential learning process that occurs over time and is evaluated by the measurable results that can be created and sustained on the job.

COACHING CULTURE

Effective Coaching and leadership is relational, not just positional. It is a valuable resource that can be employed at all levels and in any position in an organization.

Content of coaching agreement is kept confidential unless Client Leader agrees otherwise or if required by law and/or internal policy. Coaching agreement and development action plan are shared with Manager, Client Leader, and HR Leader, as needed.

