

# Executive Development

## *The Premier Profile Process & Development Plan*

At Bartell, we're passionate about truly unleashing the potential in leaders. We've found that measurement is key – and is the catalyst and shortcut for fast-tracking a leader's growth. An assessment-based approach to coaching is what creates the foundation for a leader to understand (at a very deep level) "who" they really are and then from a data/driven perspective identify the intervention point to accelerate development. We believe in fully leveraging a person's measured strengths, coaching them in finding their "sweet spot", helping them focus in on 2 or 3 areas that might be getting in the way of their success, and crafting a plan for optimizing their effectiveness.

## Radiant Leadership Executive Development

While we tailor a coaching program to meet client's needs, a typical package for a 1 year coaching engagement typically includes these development components:

- Bartell Executive Assessments (online pre-work)
- Debriefing/Discussion with the individual's supervisor on their assessment results
- Radiant Leadership 360° (optional)
- 1 Day, 1-on-1 Executive Development Session  
(Debriefing on Assessments results, 360 if available, and Coaching Kick-off)
- Leadership Flight School™ (3 ½ Day immersion in Leadership Development)
- Series of Coaching Calls- as needed/desired for follow-up

## Tailored to Each Individual

Executive Development Sessions at Bartell are completely customized to each leader's needs and custom designed to include in-depth, one-on-one executive coaching, developmental role-play scenarios, and Executive Simulator© exercises, where appropriate. We will work with leaders to answer questions for them, such as:

- How do I focus my development to serve successfully in my role?
- What are my dominant traits?
- Why do I do the things I do and in the way that I do?
- What is it about my inborn traits or qualities that cause me to react in a particular way?
- What are my strengths that I can build on as a leader to increase my influence?
- How does my communication style impact those I work with? How can it be refined to increase my effectiveness?
- How do I improve my ability to help others understand my thoughts and rationale for recommendations?
- What is my executive aura? And what can I do to refine it to be optimally influential in my role?
- What are my underdeveloped areas and how can I nurture these?
- Do I have a quality that could block or inhibit effective leadership?
- How can visioning be used as technique to fast track my success as a leader?
- How can I develop myself to fully unleash my potential and success?
- What do I need to focus on most to prepare myself for future opportunities?

Our experience has been that often within one to two days of Development, life-amending results can be realized. This is possible due to knowing precisely where to intervene and providing an opportunity to practice desired behaviors in a "safe" environment, under the watchful experienced eye of your coach. Reinforcement and practice exercises are used as well as helping the individual create useful metrics to track their progress.

Ready to Get Started? Contact Us Today!

*Bartell & Bartell* LTD

432 Rolling Ridge Drive, Suite 4  
State College, PA 16801