

COACHMETRIX



Ignite Leadership Program Executive Summary



Program Update

Progress to Date

- 1 of 4 leadership performance workshops completed
- 1 of 2 Triad Coach Sessions completed
- 360 and action planning in progress
- Read *Ignite! The 4 Essential Rules for Emerging Leaders*

Next Steps

- Leadership Performance Session 2: May 16th
- Pulse feedback begins April 29th



*Sal Silvester, Executive
Coach and Facilitator*

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Observations

- All participants are engaged and were interested in their data.
- The executive team requires a level of detail not typical of other leadership teams in similar organizations (Is it a skill gap? Information gap? How does this tendency impact other decision making? Is this a highly critical culture?).
- On the 360 results for several leaders, there are big gaps between high ratings of direct reports and how their managers see them. Does this also point to a critical culture? Is it impacting how people speak up and how comfortable people are to being open with their manager? How will this impact the ability to shift to an expertise culture?

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Recommendations

Action	Rationale	Business Impact
2 participants from each session brief the leadership team on program learnings	Keep leadership team updated and engaged	Supports learning and builds awareness

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Measurement Methodology

Program Effectiveness
Level 4: Organizational Impact <ul style="list-style-type: none">• Measure participant promotions• Measure participant retention• Participant ROI
Level 3: Behavioral Change <ul style="list-style-type: none">• Monthly pulse feedback
Level 2: Learning / Application at Work <ul style="list-style-type: none">• Self evaluation of application at work• Peer feedback of application at work
Level 1: Program Reaction <ul style="list-style-type: none">• Group session and facilitator evaluations• +/- during coaching sessions

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Level 1: Program Reaction Survey Results

Session Evaluations

Survey Item	April 5 (1 = low, 5 = high)
I gained valuable INSIGHT as a result of the assessments and exercises included in this program.	4.20
As a result of what I learned, my MOTIVATION to change has increased.	3.87
I identified the SKILLS I need to improve in order to be more effective as a leader.	3.87
There is a clear ACCOUNTABILITY process in place as a result of this session to ensure that learning and application of skills transfer to my job.	4.00
Developing in the topics covered in this session will have a valuable IMPACT to people who report to me.	4.40
The session will help me improve my CONTRIBUTION to the business.	4.13

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Level 1: Program Reaction Survey Results

Facilitator Evaluations

Survey Item	April 5 (1 = low, 5 = high)
Interpersonally Warm / Related well to us	4.47
Showed self awareness and discipline.	4.40
Communicated effectively.	4.47
Generated energy.	4.00
Demonstrated intelligence.	4.47
Used creativity.	3.93
Attentive to details.	4.07
Remained flexible.	4.20
Empowered us.	4.13
Would you recommend for further use in your organization?	14 yes, 0 no

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Level 1: Program Reaction Survey Results

Manager Evaluations

Survey Item	April 5 (1 = low, 5 = high)
My manager is providing me with the level of support I need to become a better leader.	3.67
These conversations are helpful.	4.13

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Level 1: Program Reaction **Survey Results**

Comments

Include open ended survey comments here.

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Level 1: Program Reaction **Coaching Sessions**

Plus	Delta
Add pluses from the coaching sessions here	Add areas to change or do differently for future sessions here

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Level 2 and 3: Learning and Behavioral Change **Coachmetrix: Action Planning**

Name	Action Plan	Pulse Feedback
Steve	Completed	Started
Geoffrey	Completed	Started
Lisa	Completed	On hold
Jan	Completed	Started
Joe	In process	Not started
Mike	Completed	Started
Martin	Completed	Started
Ann	Not started	Not started
Linda	Not started	Not started

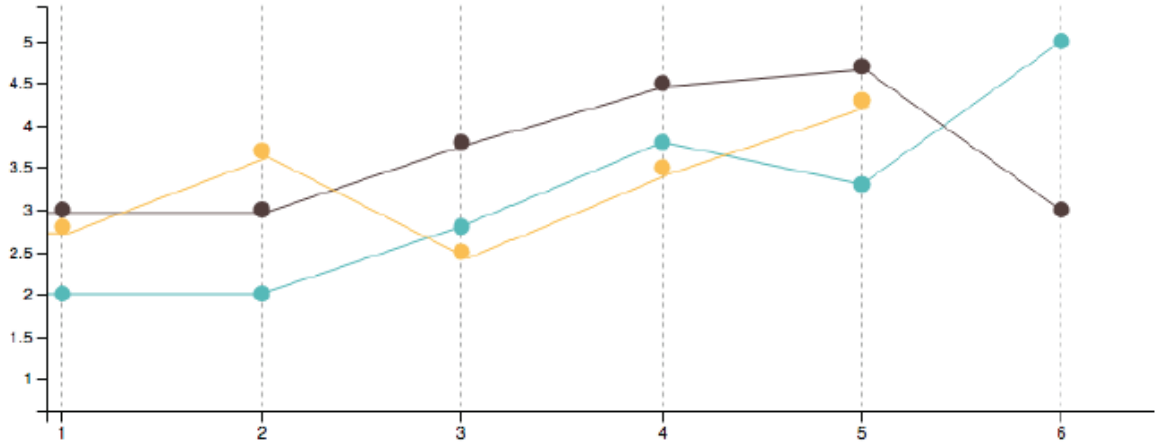
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Level 2 and 3: Learning and Behavioral Change **Behavioral Measurement**

Screen shot of Coachmetrix project level data. Add individual data on subsequent pages.



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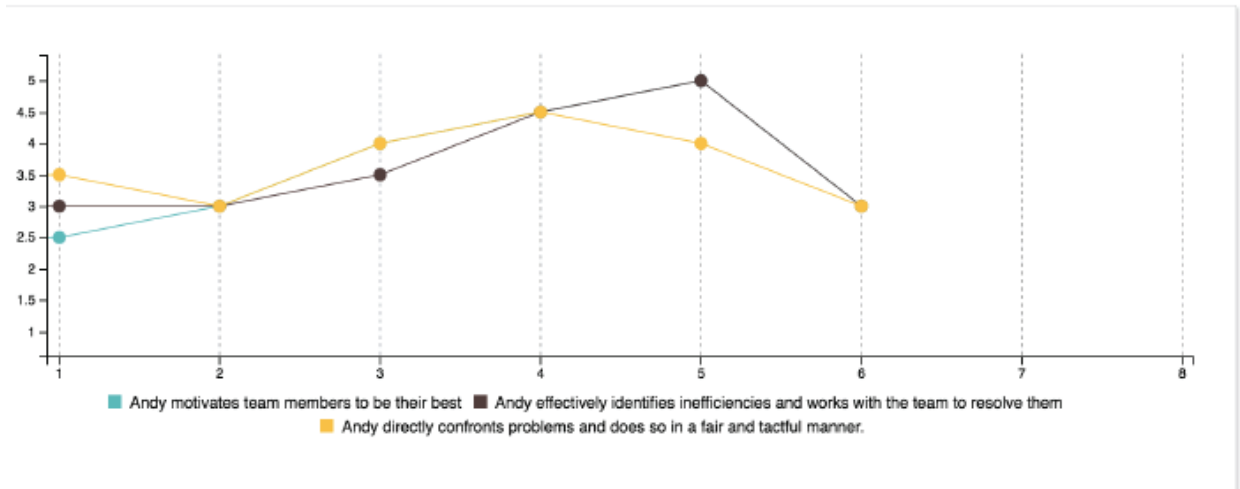
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Level 2 and 3: Learning and Behavioral Change

Behavioral Measurement

Participant 1: May need to anonymize this, depending on your engagement agreements.



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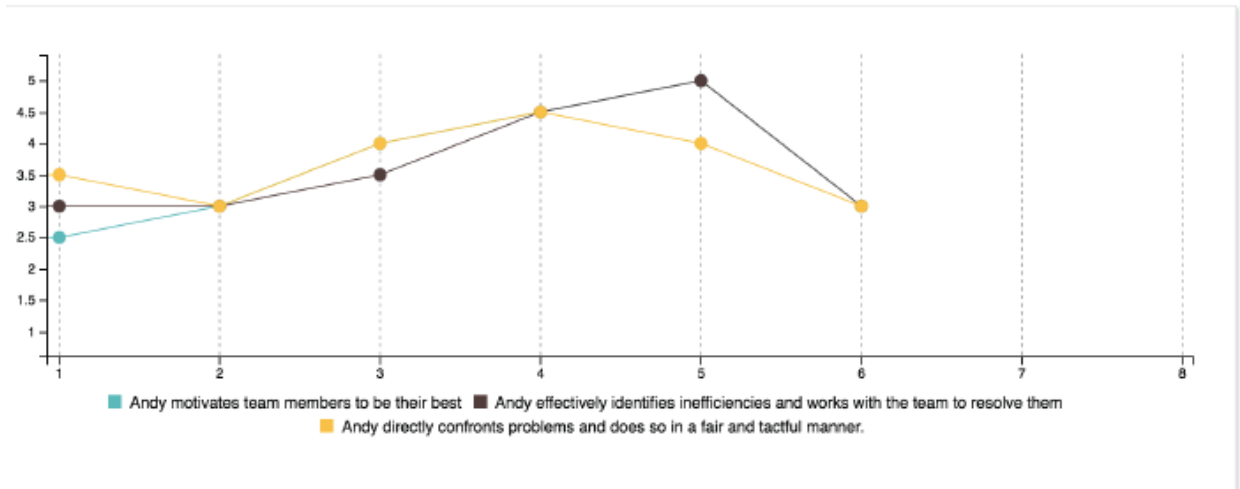
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Level 2 and 3: Learning and Behavioral Change

Behavioral Measurement

Participant 2: May need to anonymize this, depending on your engagement agreements.



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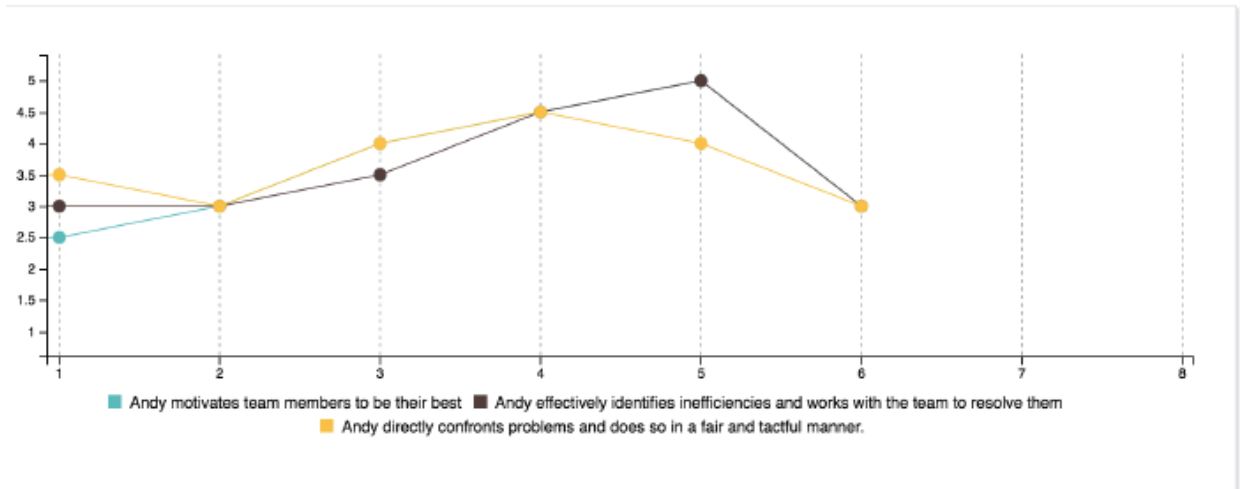
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Level 2 and 3: Learning and Behavioral Change

Behavioral Measurement

Participant 3: May need to anonymize this, depending on your engagement agreements.



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Level 4: Organizational Impact Return on Investment

Participant	Leadership Goals	Impact to Business	Financial Impact
Rick	Encourage the team to explore new ways of implementing features instead of following old patterns via cut and paste.	<ul style="list-style-type: none">• Receipt processor dev. time has decreased from roughly 1 to 2 days to approximately 4 hours.• Developed a DSL based approach to log Integrations that significantly reduces the time required to develop new integrations.	\$22,500
Matt	<ul style="list-style-type: none">• Be more approachable• Create a more motivating team environment.	Direct report has started to close larger, more strategic deals; complete projects prior to their deadlines; taken the lead on developing a new technology to share across the sales org to get more done faster.	\$92,500
Tim	<ul style="list-style-type: none">• Promote disciplined analysis• Promote bold action	Close higher budget commitments on average from new/current clients.	\$88,000

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Level 4: Organizational Impact **Retention / Promotions**

100% retention in 2016 of Ignite Leadership program participants.

25% of People-First Ignite Leadership program participants were promoted in 2016.

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