

SPARK PRACTICAL INSIGHTS



The Eblin Group's leadership development programs spark practical insights that create more mindful and effective leaders.

Based on the research behind Scott Eblin's books, *The Next Level* and *Overworked and Overwhelmed*, our programs are powerful, scalable, and cost-efficient combinations of assessment, coaching, and real world application that enable leaders to achieve the outcomes that matter most.

NEXT LEVEL LEADERSHIP®

More than 800 high potential executives have achieved measurable improvement through Next Level Leadership®. Measurably effective and cost efficient, this program combines the benefits of individual coaching with the power of peer group learning.

ELEVATE TO THE NEXT LEVEL

Set the expectations for your rising leaders and give them the tools to grow. Elevate to the Next Level creates an in-depth development experience by pairing an Eblin Group kick-off session with guided follow-up support from your organization's internal facilitators.

DEVELOPING LEADERSHIP PRESENCE

Rising leaders need to know what leadership presence is and how to demonstrate it. Through self-assessment, peer coaching and in-person learning sessions, Developing Leadership Presence helps them do that.

LEADERSHIP TEAM 360 COACHING

Give your leadership team the outside-in perspective needed to succeed in an ever-changing world. Our Leadership Team 360 Coaching Program fast tracks your team's success with colleague feedback, focused development plans, and individual and team coaching.

CONTACT THE EBLIN GROUP

contact@eblingroup.com

888.242.4680





PIVOT TO LEADERSHIP

Most rising leaders have a reputation as being the “go-to person” who gets the job done no matter what. To be successful at the next level, they need to pivot from being the “go-to person” to the leader who builds teams of “go-to people.”

Our **Next Level Leadership® Group Coaching** program helps rising leaders make the pivot.

Through a combination of 360 degree assessment, applied learning, peer coaching, colleague engagement and focused development, Next Level Leadership® has already prepared more than 800 high-potential leaders for bigger leadership roles. The program is so measurably effective and cost efficient, that many of our client companies ask us to conduct it year over year.

Next Level Leadership® offers the benefits of individual coaching combined with the power of peer to peer learning. The seven month program includes:

- A Next Level 360 degree assessment for each participant. Our clients tell us that this assessment is a perfect complement to their existing leadership competency models.
- Individual development plans focused on the highest leverage leadership behaviors.
- Five in-person group coaching sessions delivered by the Eblin Group to focus on real world applications of leadership presence and proven best practices for self-management.
- Multiple touch points including individual coaching calls with the Eblin Group coach, regular peer coaching, executive shadowing and focused colleague engagement.
- A closing mini-assessment for each participant. Over the history of the program, participants show an average rate of improvement of 52% and an 86% level of colleague agreement that they are more effective as a result of Next Level Leadership®.

(min. 12 participants, max. 16)

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DEVELOP TOMORROW'S LEADERS TODAY

Leadership presence is often discussed but rarely clearly defined. This program is designed to help rising leaders understand what leadership presence is all about and act on that understanding.

Our **Developing Leadership Presence** program provides rising leaders the practical insights and support they need to be more fully effective in their current role and ready for what's next.

The four-month program includes:

- An opening self-assessment on key leadership behaviors.
- Three in-person sessions delivered by the Eblin Group to unpack the practical tools from *The Next Level* and the actionable insights from *Overworked and Overwhelmed*.
- A guided self-coaching process to improve high leverage leadership behaviors.
- A robust peer coaching process to drive progress and accountability.
- Two momentum-sustaining virtual group coaching sessions led by the Eblin Group.
- A venue for strengthening peer-to-peer networking and collaboration.

ACCELERATE YOUR LEADERS' GROWTH

The journey to more mindful and effective leadership starts with small and intentional steps. **Elevate to the Next Level** gets your leaders started on that journey.

Designed to be highly scalable and cost effective, this program enables you to leverage the Eblin Group's expertise with your internal resources to deliver an experience that accelerates the development of your high potential leaders.

The multi-month program includes:

- An opening self-assessment on key leadership behaviors.
- A one-day, kick-off workshop delivered by the Eblin Group to highlight the practical tools from *The Next Level* and the actionable insights from *Overworked and Overwhelmed*.
- Monthly group sessions led by your internal facilitators using the discussion guides for *The Next Level* and *Overworked and Overwhelmed*.
- A guided self-coaching process to improve high leverage leadership behaviors.
- A robust peer coaching process to drive progress and accountability.
- A closing webinar led by the Eblin Group to review progress, share best practices and declare next steps for leadership development.

(min. 10 participants, max. 100)



FASTTRACK YOUR TEAM'S SUCCESS

Align and connect your team with our **Leadership Team 360 Coaching Program**. This group program brings the outside-in perspective needed to fast track your team's success in an ever-changing operating environment.

This program uses 360 degree feedback to raise awareness of what's working for the team and its members and flag the adjustments needed to succeed at the next level. Both the team and its members get the coaching needed to make the changes that matter most.

The multi-month program includes:

- Orientation webinar for the team.
- Next Level 360 degree survey administered online for each team member.
- Confidential 360 coaching debriefs delivered via web conference for each team member.
- Focused development plans that engage colleagues in support of each team member's development.
- An in-person one-day team coaching session to align with the most important results and identify the team behaviors that will make the biggest difference.
- Three monthly individual coaching sessions via phone or video conference for each team member.
- Wrap-up, momentum-sustaining webinar three months after the team coaching session.
- A closing webinar led by the Eblin Group to review progress, share best practices and declare next steps for leadership development.

(min. 7 participants, max. 15)

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