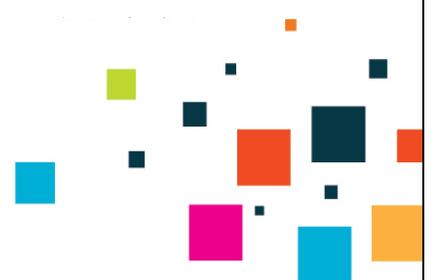


# LEADERSHIP COACHING

 **P I X E L**  
LEADERSHIP GROUP



**Pixel Leadership Group, LLC** is a leadership and organization development consulting firm composed of psychologists, business leaders, and social scientists who enjoy applying their collective expertise to help maximize leaders' potential, create inspired and innovative teams, and build people-centric organizational cultures. We use our deep understanding of behavioral and assessment science to develop customized solutions to help our clients achieve their unique goals.

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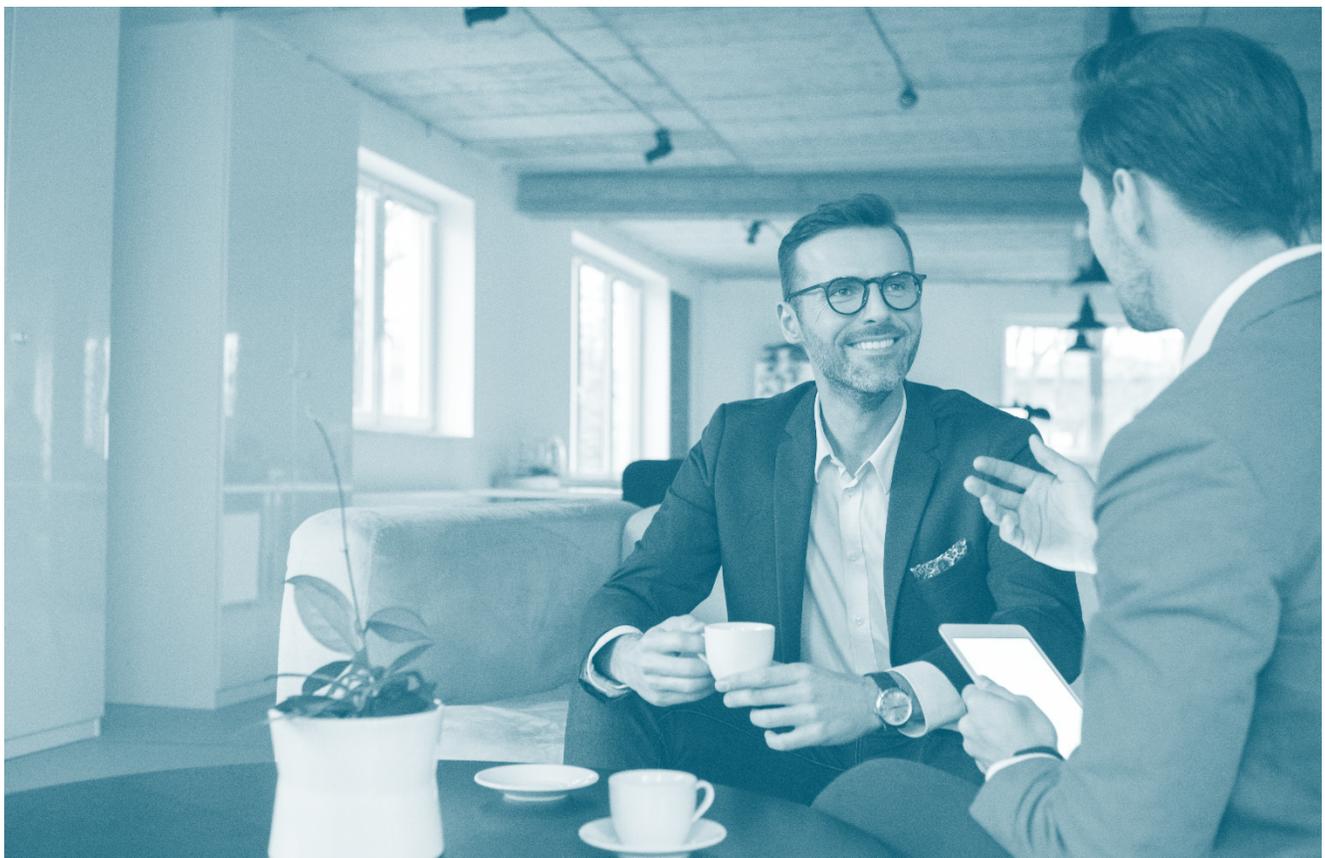
## OUR CONCEPTUAL APPROACH TO LEADERSHIP COACHING

All coaching engagements will be designed in collaboration with the organization's sponsor, the leader's direct supervisor, and in consideration of the needs of the specific leader to be coached based on Pixel Leadership Group's ACES Coaching Framework (as described below). The ACES Coaching Framework is aligned with the latest behavioral science and coaching best practices. This strengths-based coaching approach is characterized as feedback-rich and stakeholder-centric to increase self-awareness, focus on targeted goals, accelerate development, and create accountability throughout the process.

The next page includes an outline of the flow of a typical coaching engagement following Pixel's ACES Coaching Framework. Each coaching engagement is tailored to meet the leader's needs; therefore, this is a customizable framework.



### PIXEL LEADERSHIP GROUP'S ACES COACHING FRAMEWORK



# COMPONENTS OF A TYPICAL ACES COACHING ENGAGEMENT

## ASSESSMENT

<b>Coaching Insights Assessment</b>	Prior to the first meeting, Pixel administers an online form to collect input from the leader about background, current role, leadership style, vision, values, coaching goals, etc. This is used as a foundation for the first conversation with the leader.
<b>Kick-off &amp; Discovery Interview</b>	The coach and leader will meet to initiate the engagement. This is an opportunity for the two to build rapport and for the coach to collect background information about the leader, review results of coaching insights assessment, to identify goals, and set expectations for coaching.
<b>Stakeholder Feedback</b>	Pixel will administer an online or an interview-based assessment to capture feedback from key stakeholders (the coaching package tier dictates this. The client organization can elect one or both methods). The information will be compiled into a report to be shared with the leader.
<b>Self-Report Data Collection</b>	Prior to launching the assessments, the coach works with the sponsoring organization to agree upon the appropriate instruments (e.g., Hogan Leadership Suite, CliftonStrengths, DiSC, etc).
<b>Assessment Feedback + Integration Session</b>	Coach and leader meet to review the assessment results, collaboratively interpret the findings, and work together to identify key development opportunities.
<b>Individual Development Plan Creation Session</b>	Coach and leader meet to create a written <i>Targeted Development Plan</i> that leverages their strengths and identifies key development goals and concrete action steps.

## CALIBRATION

<b>Feedback Confidants</b>	The leader will identify 2 – 3 “feedback confidants” – i.e., stakeholders who will have monthly 5- to 10-minute check-ins with leader to provide feedback about developmental progress.
<b>Development Planning Calibration Session</b>	The coach, leader, supervisor, and HR representative (as appropriate) meet to review the themes of the assessments and initial <i>Targeted Development Plan</i> . The group works together to create alignment around the goals and actions to be taken to finalize the plan.
<b>Mid-Point Calibration Session (included in some tiers)</b>	The coach, leader, supervisor, and HR representative (as appropriate) meet to review feedback, leader progress towards goals, and gain alignment around the focus of the second half of the coaching engagement. The <i>Targeted Development Plan</i> will be updated.
<b>End-Point Calibration Session</b>	The coach, leader, supervisor, and HR representative (as appropriate) meet during the last month of the coaching engagement to review progress, discuss the coaching experience, review the <i>Stakeholder Progress Survey</i> , and create a plan to sustain changes made.

## EXECUTION

<b>Coaching Sessions</b>	Coach and leader meet 1 – 4 times per month for 50-minute sessions via video (or in-person) to achieve the goals outlined in the development plan.
<b>Live Action Coaching</b>	Some 1:1 coaching session time can be devoted to live action coaching (i.e., the coach can observe the leader in action, such leading a team meeting, etc.) to provide feedback.
<b>Monthly Insights Pulse Assessments</b>	Coach will send the leader a brief online “pulse” assessment that takes only 5-10 minutes to complete. It captures their perceived progress, asks them to engage in a self-reflection activity, and gathers continuous coaching feedback for the coach.

## SUSTAINMENT

<b>Stakeholder Progress Survey</b>	Prior to the completion of the coaching engagement, Pixel will administer a follow-up online assessment to capture feedback on observed improvements, key accomplishments, and remaining opportunities for development.
<b>Reflection and Coaching Feedback Assessment</b>	Coach will provide the leader with a reflection and coaching feedback assessment to complete prior to the last session, which asks them to reflect on the experience, plan for sustainment of changes, and gathers feedback about their coaching experience.
<b>Reflection + Sustainment Planning Sessions</b>	During the last 1 - 2 sessions the coach and leader review stakeholder progress feedback and the reflection and coaching feedback results, discuss progress, and create a <i>Sustainment Plan</i> for continued growth beyond coaching.

## PIXEL'S COACH MATCHING OPTIMIZATION PROCESS (C-MOP)

Pixel Leadership Group designed an empirically informed proprietary process based on existing research to facilitate the matching process and optimize the coach-leader collaboration. Pixel Leadership Group's **Coach Matching Optimization Process (C-MOP)** blends Sponsor engagement, data, and Leader choice to yield the best fit. Clients can elect to use this process to facilitate coach matching or leaders can simply participate in the *Chemistry Meeting* portion of the process (described below) to select their coach.

### PIXEL LEADERSHIP GROUP'S COACH MATCHING OPTIMIZATION PROCESS (C-MOP)

- **SPONSOR ALIGNMENT (OPTIONAL)**

Pixel collects information from the engagement Sponsor (e.g., the HR leader or Leader's supervisor) through an Intake Meeting with the Sponsor. This triggers an invitation to the Leader to complete the **New Leader Profile Assessment**.
- **NEW LEADER PROFILE ASSESSMENT**

A brief online tool completed by the Leader to provide Pixel with information about themselves such as their personality, demographics, communication style, values, beliefs, coaching goals, and coaching expectations. In addition, the Leader provides input about their preferences in their coach (personality, demographics, communication style, coaching approach, and desired expertise).
- **PIXEL COACH MATCHING ALGORITHM**

Pixel runs a matching analysis using their proprietary algorithm to align the Leader's responses to the **New Leader Profile Assessment** with our **Coaches' Profile Database**. Through this process, 2 – 3 coaches who are a good fit for this Leader are identified.
- **PRESENTATION OF COACHES**

The Leader is presented with the Bios of 2 – 3 Coaches who were determined to be a good match through the Pixel Coach Matching Algorithm. They can select to have *Coach Chemistry Meetings* with one or all the presented coaches.
- **COACH CHEMISTRY MEETINGS**

The Leader has one-on-one 30-minute video Chemistry Meetings with each of the presented Coaches they selected. After the Chemistry Meeting(s), the Leader informs Pixel of their selection.
- **COACH ASSIGNMENT**

The Coach who the Leader selected is informed, which initiates the coaching engagement.



## PIXEL COACHING TEAM

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Pixel's team of exceptional coaches combine their business knowledge with expertise in psychological science to drive measurable and sustainable improvements for their clients. The majority of our coaches hold advanced degrees and 10 or more years of coaching experience. We pride ourselves on our feedback-rich coaching approach which incorporates assessment tools and data throughout the process. Our coaches hold certifications in the industry's best-in-class assessment instruments (see below for a list of our coaches' trainings and certifications).

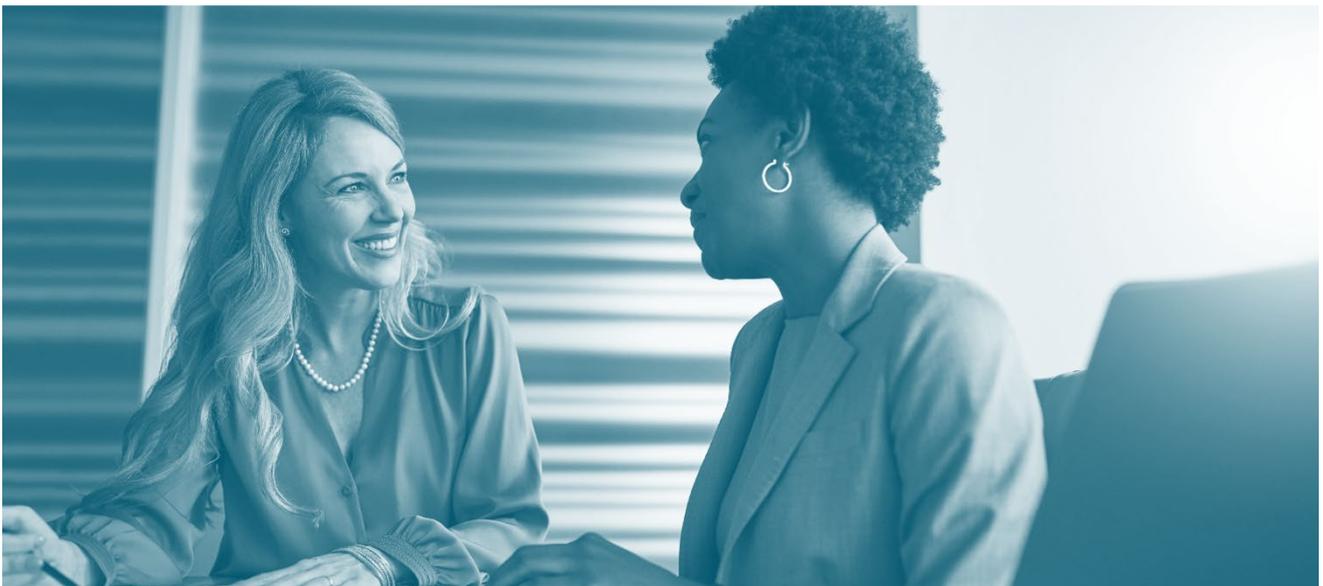
### Visit Our Website to Explore Our Coaches' Bios

<https://www.pixelleadershipgroup.com/pixel-coaches.html>

## OUR COACHES' TRAININGS/CERTIFICATIONS

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- Hogan Leadership Assessments
  - California Personality Inventory
  - Workplace Personality Inventory
  - 16PF
  - MRG LEA 360
  - Zenger Folkman 360
  - DiSC Assessments
  - MBTI
  - Birkman
  - Pixel Perspectives+360
  - Gallop StrengthsFinder/CliftonStrengths
  - StandOut 2.0
  - Via Me! Character Strengths
  - Conflict Dynamics Profile
  - Thomas-Kilmann Conflict Mode
  - Five Behaviors of a Team
  - Pixel TEAM10+AIIR Team Effectiveness Survey
  - FIRO-B
  - TalentX7 (Learning Agility)
  - EQ-i 2.0 & EQ360 (Emotional Intelligence)
  - AIIR Coaching Mindset Index
  - Watson-Glaser
  - Ravens Progressive Matrices
  - Hogan Judgment
  - Maslach Burnout Inventory
  - Strong Interest Inventory
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## SELECTION OF OUR COACHING CLIENTS' ORGANIZATIONS

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Children's Mercy Health System  
Kansas City

Burns & McDonnell

Cisco Systems

Nemours Pediatric Healthcare System

Allan Myers

TOTE Maritime

Veterans Health Administration

Dupont

Northeast Ohio Regional Sewer  
District

Central Maine Healthcare  
Corporation

Seaman Corporation

Signet Jewelers

University of Iowa Healthcare

Americhem

Dick's Sporting Goods

PeaceHealth

Energy Focus

Macy's

Anthem Blue Cross Blue Shield

SJE

Goldman Sachs

State Farm Insurance

Fives Group

Cleveland Metropolitan School  
District

Kimberly Clark

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