



POWER TEAM COACHING

Executive Coaching

Book Publishing

Executive Search

Leadership Events

## The Power Team Concept

The concept of team coaching is one of the oldest, most effective and utilized coaching models ever developed. This coaching model dates back centuries and has been employed and practiced by top political, business and civic leaders around the world. These programs are based on three specific concepts. They are:

- The power of collective intelligence and shared experience
- Application of new skills within a group environment similar to that in business
- Learn by teaching - recognized as one of the most effecting learning strategies

**Business Coaching:** These programs deal with learning specific business concepts, strategies and implementation and have less focus on specific behavior, leadership or personal success skills and strategies.

**Executive Coaching:** These programs focus less on the actual business concepts covered in our Business Coaching programs and more on improving the vital underpinning behaviors, strategies and concepts required for personal growth and business success. This program is perfect for business owners, executives in transition, young executives, new CEO's and others trying to manage their lives in emerging growth positions.

**What is required for success?** There are no magic pills or "solutions in a box." For this or any program to be a success you will need to work hard and dedicate yourself to the effort. The success of the program will depend on three basic variables. They are:

- Your level of interest, commitment and participation
- The effectiveness of your coach
- The proper curriculum

**Teams:** Teams typically consist of 3-to-8 members with some groups occasionally being larger. There is no hard and fast rule to the selection process; however, the best teams have members with similar capabilities and goals but with enough diversity to create the most effective learning dynamic possible. It is our goal and we strive hard to choose effective teams. In addition to our selecting of specific teams, frequently groups of colleagues, friends or associates join together and this is completely acceptable as long as the commitment by each individual participant member is also present.

## How it works

### Step #1: Assessment and preparation:

We will meet with each team member individually to assess his or her goals and expectations. After this meeting, you will then be placed on a team that we select or that you select if you already know someone in the program. Team members are then introduced to their teammates on a conference call.

Team members are encouraged to contact each other outside of the team meetings to deepen their relationships.

Finally, the team commits to a series of principles and standards that each member will honor as part of a commitment to themselves and the team. Among these principles are honesty, compassion, introspection and courage. In addition, each team member will commit to confidentiality to the team and its members to ensure the trust and confidence of all members.

## **Step # 2: Delivery**

The program lasts for a period of four months and the team meets with the coach twice a month at a prescribed time. Meetings typically occur on an enhanced conference call format; however, face-to-face meetings do occur when team members are close and willing. In addition, once-a-month, you will also meet with your coach individually to discuss your progress and address your areas of focus. Finally, in addition to the regular team meetings and your one-on-one time with your coach, you will have email and phone access to your coach if you feel the need for help or advice outside the team format. Access to your coach outside the team meetings must be limited and respectful of the coach's limited time. With that said, your coach will be there to help and will make every reasonable effort to do so. If, at a future date, you prefer individual meetings with your coach you can discuss this. It should be noted that a one-on-one coaching model is more costly due to limitations on the coach's time.

You will meet with your team and your coach at prescribed times every two weeks. At the end of each session, a team member will be selected to co-coach the following session with their LeaderBridge coach. Prior to each meeting team members will be asked to provide a short written update regarding the actions they have taken since the last session and the desired outcome for the upcoming session. This will enable the coach and the co-coach to prepare properly for the next session.

These program are intentionally designed to provide each team member with the latitude they need to progress in their own way. We ask for this feedback because it allows us to focus on providing for their next session solutions, ideas and/or strategies for the challenges team members have faced in the preceding week.

Based on this feedback each session will focus on topics such as:

- Personal power and building self confidence
- Learning to trust your instincts
- The roles and responsibilities of leadership
- Effective and powerful communications
- Team building
- Time management
- Conflict resolution and consensus building
- Stress management
- Reliability and accountability
- Emotional self-control

- Building bonds and partnerships
- Leading yourself and others in tough times
- Others

**Quality assurance:** At a number of intervals throughout the program, members will be asked to take a brief survey to evaluate the program, the coach and their individual progress. You will also be provided the opportunity to make recommendations as to how the program might be improved and/or any other suggestions and/or ideas you may want to provide. This feedback will be used to improve the program going forward to assure a quality program for all participants.

### **Step #3: Evaluate (Quantify and maintain)**

**End of program survey:** At the end of the program, you will be asked to take a survey to evaluate your experience and the progress you have made. This survey will be compared to your initial interview and discussed with you in your exist session.

**Ongoing support:** Development is not a static process. It is often marked by emotional breakthroughs and “light bulb moments” that will continue long after the program has concluded. In addition, you may wish to reenter the program at some point in the future, as each new team and each new program provides its own set of unique challenges, learning opportunities and relationships. At the conclusion of the program, you will have three options. These are:

- Reenter the Power Team program in the future
- Participate in another LeaderBridge coaching program you feel fits your needs at that time
- Go it alone

Whichever you choose, we will always be here to help you.

## About your coach



Bruce is a visionary and veteran in the executive search industry as well as an athlete and coach.

A former senior leader at one of the five-largest senior-level executive search firms in the country, Bruce brings extensive experience in a range of CEO issues, including management, sales, recruitment, retention, training, operations, strategy, Web business and dispute resolution.

Bruce's executive search practice has primarily focused on "C" level and "impact" positions. His client organizations have spanned a wide spectrum of industries, including media, venture capital, real estate, technology, professional services, telecom, financial services, gaming, hospitality, sports, entertainment, software and consumer packaged goods.

A recognized industry leader, Bruce has been quoted in various media, including: *Variety Magazine*, *The Washington Post* and the *Los Angeles Business Journal*. He also carried out CEO assignments for high-profile clients, such as Hollywood actor/producer Danny Devito and Las Vegas developer Steve Winn.

Bruce is a former radio show host and popular speaker, frequently addressing national audiences, on topics such as personal leadership, team-building, corporate excellence and success.

A competitive athlete, Bruce is a former champion bodybuilder, amateur boxer, and paid sparring partner for boxing professionals. He is a certified USA Boxing Coach and the current coach for the Georgetown University Boxing Team (NCBA).