

# Becoming a Strategic Leader

Hi.

Let's get started.

I'm excited for us  
to begin this journey together.

Please reach out if you have questions  
before, during or after our time together.



Customized  
Consulting &  
Coaching  
Services

Helping Leaders Live Bigger, Bolder & Braver  
Michelle@CoachWithMichelle.com | 970.945.9001



**Introduction:**

According to a survey conducted by the Center for Creative Leadership, 91% of respondents agreed with the statement, “Teams are central to organizational success,” and 87% said, “Our team collaborating with other teams is essential for success.”

Clearly, teams are a vital part of almost every organization, which are depending on them to use resources more effectively, solve problems more creatively, and provide greater productivity than individual employees working alone.

**Course Description:** Strategic leaders foster collaborative teams that can position the organization toward success within the business community and external organizations.

**Successful completion of this course will increase your ability to:**

- Assess individual strengths to ensure the best possible performance for you, your team & organization.
- Recognize different behavior and communication styles so you can better adapt.
- Explore how to create a coaching environment to reach goals & build positive relationships with your team, stakeholders and collaborators.
- Foster accountability among team members to ensure all members succeed.

**Self-Awareness**

*With Emotional **Self-Awareness**, you understand your own emotions and their impact on your performance. You know what you are feeling and why—and how it helps or hurts what you are trying to do. You sense how others see you and your self-image reflects that larger reality. You have an accurate sense of your strengths and limitations, which gives you a realistic self-confidence. It also gives you clarity on your values and sense of purpose, so you can be more decisive when you set a course of action (Daniel Goleman).*

---



---



---



---



---



---



---



---



---



---

## Activity

**Self-Awareness:** *This exercise is just for you – you will not be asked to share your responses.*

How do I want to show up today? \_\_\_\_\_

What do I need to let go of to be present? \_\_\_\_\_

What am I grateful for? \_\_\_\_\_

What am I most excited about? \_\_\_\_\_

## Activity: Behavioral (Color) Types

### Directions

Describe yourself: Below are four (4) color behavioral types and each type has a list of words describing that type. Without overthinking it, rank each color type by stating the color type most like you with a 1, the next most like you with a 2 and so on, with the color type least like you receiving a 4. Do not leave any group unnumbered, and no group should have the same number. Remember! There are no better color types than another and each color type has its strengths and weaknesses.

### **Dominant Orange**

Decisive ~ Strong-willed ~ Direct ~ Competitive ~ Impatient ~ Brave  
Daring ~ Controlling ~ Assertive ~ Results-oriented ~ Demanding ~ Tough

### **Steadiness Green**

Caring ~ Patient ~ Calm ~ Collected ~ Indecisive ~ Modest ~ Flexible  
Listens Carefully ~ Emotional ~ Accommodating ~ Careful ~ Peaceful

### **Conscientious Blue**

Analytical ~ Detailed ~ Perfectionist ~ Formal ~ Withdrawn ~ Distant  
Quiet ~ Cautious ~ Logical ~ Systematic ~ Careful ~ Compliant ~ Exact

### **Influencing Gold**

Friendly ~ Optimistic ~ Spontaneous ~ Inspiring ~ Energetic ~ Animated  
Participating ~ Careless ~ Persuasive ~ Expressive ~ Talkative ~ Emotional

Color Types	Below, rank each color type from 1-4, identifying which one is <i>most</i> like you by writing #1 next to that color type, then a #2 and a #3, all the way down to <i>least</i> like you with a #4.
<b>Dominant Orange</b>	
<b>Steadiness Green</b>	
<b>Conscientious Blue</b>	
<b>Influencing Gold</b>	



## Activity: Color Types

1. Tell us more about your personal style. What are your strengths? What makes you feel successful or satisfied?

---

---

---

2. Again, tell us more about your personal style. What are your weaknesses? What makes you feel challenged or stressed?

---

---

---

Additional questions:

- What Color Type did you rank as #1 & #2?
- What is a top strength of yours?
- What is a weakness that you could improve upon?

---

---

---

### **Dominant Orange**

---

---

---

---

### **Steadiness Green**

---

---

---

---

### **Conscientious Blue**

---

---

---

---

### **Influencing Gold**

---

---

---

---



**People Oriented:**

---

---

---

**Content Oriented:**

---

---

---

**Action Oriented:**

---

---

---

**Time Oriented:**

---

---

---

## Coaching System

**Ask** about their Action Plan or goals.

- Ask, “What specific action plan or goals are you working on? “Where are you in respect to achieving them?”
- Ask, “What constraints, if any, are keeping you from reaching these goals?”
- Ask, “What skills, activities or behaviors will help you move through these constraints to reach these goals?”

**Listen** without distractions or interruptions.

- Listen to their words, tone of voice and body language.
- Guide and question them and help them discover their own answers.
- Believe that their answers are within them, waiting to be discovered.

**Coach** knowledge, skills or actions as needed.

- Confront constraints, problem issues or needed areas of improvement.
- Use open-ended questions to help them remove a constraint or move toward a goal.

**Praise** specific behaviors.

- Point out specific talents, skills, attitudes, knowledge, or abilities they have that will help them reach goals.
- Express your belief that they will do whatever it takes to be successful.
- Explain potential you see in them that they don’t see in themselves.

**Challenge** them to become their best.

- Ask them to commit to specific goals, results, and time frames.
- Explain that you will follow up and hold them accountable.
- Thank them and remind them how important they are to the .... Organization. ... the team ... the department.



**Times coaching *isn't* the best choice:**

- When staff person(s) lack specific skills or knowledge. For example, doesn't know how to build a project, budget, etc. Instead, may need *training* not coaching.
- Coaching is less successful with poor performers who may not take coaching seriously and may even resist coaching.
- Coaching is not therapy. Therapy generally focuses on mental health and emotional healing with a focus on the past, whereas coaching focuses on developing someone's current potential and improving performance through setting and achieving future goals.
- It should not be offered as an alternative to punishment.
- When external factors are blamed for their problems - may lack self-awareness and before being ready for coaching, will need to wake up to the ways their actions affect others.
- Are only focused on quick-fixes and want answers not questions – not willing to respond to self-reflection and is too focused on tactics.

**Take Away:**

---

---

---

---

---

---

---

*"Having a personality of caring about people is important.  
You can't be a good leader unless you generally like people.  
That is how you bring out the best in them."*

*—Richard Branson*