



All MAGUS Group Coaches are ICF-certified and have successfully completed Georgetown University's Leader Coaching Certificate Program.



MAGUS GROUP

5264 Pond Mountain Road
Broad Run, VA 20137

540.349.3086

holly.williams@magusgroup.com

www.magusgroup.com

Find out more about **MAGUS GROUP** by going to www.magusgroup.com or calling Founding Partner Holly Williams at **540.349.3086**.

MAGUS

LEADERSHIP COACHING



MAGUS

LEADERSHIP COACHING SERVICES



MAGUS GROUP offers competency-based Leadership Coaching for executives and other leaders who want to develop greater leadership capability and capacity:

- One-on-one **EXECUTIVE COACHING** for key leader transformation
- For intact leadership teams, **TEAM COACHING** for teams in transition
- **LEADER AS COACH**, where managers learn to coach associates for growth and performance
- For new leaders, **A NEW LEADER ASSIMILATION WORKSHOP**, to jump start results
- And a new offering, **MAGUS GROUP COACHING** which combines the best elements of one-on-one coaching, training, and peer coaching and team development*

MAGUS GROUP COACHING

This new offering follows the accountability model of one-on-one coaching, with an emphasis on incremental behavioral change in the midst of the daily work environment in a customized 6 month program. Group coaching session content is dependent on the development areas of leaders in the group, for example: **communicating with leadership presence; vision and goal setting—managing energy and priorities; leading through conflict to consensus; influencing across the organization; and mentoring and coaching others.**

In between group and individual coaching sessions, reading and development assignments are worked on with the peer coach. There is frequent communication with the participant's manager to ensure progress is visible and recognized. **MAGUS Group Coaching** also minimizes time away from work and brings the challenges that arise at work into the coaching conversation. **MAGUS Group Coaching** offers the best of three worlds at a price point comparable to training and about one-third the cost of stand-alone executive coaching. **MAGUS Group Coaching** is ideal for emerging leaders, high potentials, and groups with unique diverse and cultural realities.

TEAM COACHING follows the MAGUS Group Coaching model, but includes individual coaching for the team leader in between session and focuses on team dynamics in addition to leadership development goals. It is fully customized to meet the team and leader where they are. **Team Coaching** engagements are typically 4-12 months long.



LEADER AS COACH (4-6 month program 1 x month, 3 hours, 10-20 participants) also uses the coaching model of accountability using peer mentoring and the weeks in between sessions for homework and applying behaviors, competencies and techniques. **Leader As Coach** takes the supervisory capability beyond job knowledge to holding associates accountable for results using powerful questioning, listening, and clear communication. The ideal participants are supervisors and managers who want to take their game to the next levels, who need to understand the X, Y and Millennial generations, and who want to foster more accountability.

NEW LEADER ASSIMILATION, a half-day workshop, positions the new leader in an organization (new to company or new to role) by allowing the existing team to describe current challenges and opportunities and giving the new leader a platform to share leadership style and expectations for the organization. **New Leader Assimilation** is a proven jump start that increases the team's and the new leader's effectiveness immediately.

**Center for Creative Leadership research shows that most skills and competency development occurs through on-the-job activities versus traditional classroom training (70 percent on the job; 20 percent from working with other people for support and 10 percent from readings and coursework).*