

Theresa Callahan

Managing For Performance: 6-month Leadership Development Program



The Power of Coaching

"Theresa is the Quintessential Executive Leadership coach. I have been a client for the past 2 years and have experienced next level success as a result of her Leadership and laser sharp consulting. If you are looking to take your Business and Team to the next level, Theresa's coaching program is your solution. High energy, passion, and integrity."

-Ray Polanco, State Farm Agent

"Theresa does a great job helping her clients self-discover by asking very insightful, powerful questions! I love that she doesn't let me off the hook too easily and always asks about how the solutions from prior weeks are going- which is exactly what I'd expect from a coach!"

-Teresa Garten, State Farm Agent

Payment Options

OPTION 1: \$460/month for 6 months

OPTION 2: \$2695 prepaid for the 6-month program

Month 1: Leadership Wheel: Setting the Foundation for Personal and Team Transformation

Coaching Focus:

- ✓ Review the 8 sections of the wheel – how bumpy is your ride?
- ✓ Ideal balance: Where do you, as Leader, tend to get “stuck”?
- ✓ Setting Intentions for transformation

Month 2: High Performance Deal-Breaker: Having the Right People in the Right Jobs

Coaching Focus:

- ✓ How does team talent relate to high performance?
- ✓ How do I know if I have the right person in the right job?
- ✓ Assessment tools and how they help

Month 3: Accountability measures and how they lead to performance

Coaching Focus:

- ✓ What is Accountability? What does it mean to hold myself and my team accountable?
- ✓ What happens when accountability measures are not in place?
- ✓ Accountability for Action: Seven Essential Behaviors of Leaders

Month 4: Culture Change: Creating a framework for change and shifting the Culture

Coaching Focus:

- ✓ What is important about the “culture of your business?”
- ✓ The non-negotiables of getting it right: “What does the business need?”
- ✓ Optional Team Culture Audit Survey activity

Month 5: Execution: The Discipline of Getting Things Done

Coaching Focus:

- ✓ What would shift if the focus was on the top priorities?
- ✓ What gets in the way of getting things done?
- ✓ What would it mean to bridge the “Gap” of Execution and break through barriers?

Month 6: The Systems-based Solution: Putting Strategy in place for Success

Coaching Focus:

- ✓ Rebalancing: A second look at the Leadership Wheel
- ✓ Action Plans for next steps and integration
- ✓ Completion exercise

INCLUDED IN YOUR LEADERSHIP DEVELOPMENT PROGRAM

- ❖ Two 1-hour customized Leadership Coaching Sessions each month for 6-months
- ❖ All Pre-work, homework, and materials provided
- ❖ A copy of Theresa Callahan's book, *Managing For Performance: Building Accountability for Team Success*

“Before you are a leader, success is all about growing yourself.

When you become a leader success is all about growing others.” – Jack Welch