

# Theresa Callahan



## **Managing For Performance:** *6-month Leadership Development Program*

### **Month 1: Setting the Foundation for Personal and Team Transformation**

#### **Coaching Focus:**

- ✓ Review the 8 sections of your Leadership Wheel – how bumpy is your ride?
- ✓ Ideal balance: Where do you, as Leader, tend to get “stuck”?
- ✓ Setting Intentions for personal and team 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?
- ✓ A focus on roles and responsibilities and aligning team talent

### **Month 3: Accountability Measures and how they lead to High Performance**

#### **Coaching Focus:**

- ✓ What is Accountability? What does it mean to hold myself and my team accountable?
- ✓ Bridging the gap between Strategy and Action: 7 Essential Behaviors of Leaders
- ✓ SMART Goals and holding effective meetings

### **Month 4: Four Key Elements to Attracting, Hiring and Retaining Top Talent**

#### **Coaching Focus:**

- ✓ Strategies to attract the talent your business needs
- ✓ Creating a 30-, 60- & 90-day onboarding and review process for new hires
- ✓ Implementation of effective Performance Reviews and Professional Development Plans

### **Month 5: The Culture of your Business and how it impacts High Performance**

#### **Coaching Focus:**

- ✓ What is important about the “Culture of your Business”?
- ✓ What does the business need to attract the clients and team members your business needs?
- ✓ Coaching activities focused on Culture and Core Principles

### **Month 6: The Systems-based Solution: Putting Strategies in place for Success**

#### **Coaching Focus:**

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

#### **INCLUDED IN YOUR LEADERSHIP DEVELOPMENT PROGRAM**

- ❖ Two 1-hour customized Leadership Coaching Sessions each month for 6-months
- ❖ Powerful individual & team coaching exercises that transform team performance
- ❖ A copy of Theresa Callahan’s book, *Managing For Performance: Building Accountability for Team Success*

## The Power of Coaching

*“Theresa is the Quintessential Executive Leadership coach. I have been a client for the past 4 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.”*

**-Rey Polanco, Business Owner**

*“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, Business Owner**

*“Theresa has been my strategic leadership coach since 2010. She is amazing at helping my team and I hold each other accountable. Together we have put processes in place that help us consistently reach our goals. I am truly a better leader and business owner because of the work we have done together over the past 8 years.”*

**-Chris Palmer, Business Owner**

#### **Payment Options**

**OPTION 1: \$2695 prepaid for the 6-month program**

**OPTION 2: \$475/month for 6 months**

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

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