



## **Menu of Services**

Sage Alliance Partners offers a focused array of business consulting and executive and leadership coaching and development services, including:

- Setting and Achieving Audacious Organizational Goals
- Executive Team Alignment and Development
- Leadership Development Programs
- Executive Coaching
- Teambuilding Programs
- Organizational Culture Design and Consulting

### **1) Setting and Achieving Audacious Organizational Goals:**

- Through our facilitation, coaching and executive training, we work with business leadership teams to set and achieve results that are beyond what the executive team considers today to be “realistic.” Often, we begin this journey with a high performance team building program and then we work with the team over time to achieve what was thought before to be impossible.

### **2) Executive Team Alignment and Development Services:**

#### **A) Leadership Landscape & Emergent Planning Process**

- Is a methodology to support our executive clients to get a new level of clarity about current and emerging state of strategic affairs in complex business environments enabling more effective alignment and increased organizational momentum. Specifically, the methodology:
  - Provides a strategic situational assessment of:
    - Open projects and initiatives
    - Current and emerging opportunities
    - Concealed or undiscovered threats
  - Generates situational alignment among executives
  - Enables effective operational and strategic planning and action
  - Helps to effectively navigate through “seams” and transitions in the business
  - Generates a mood of ambition among the executive team facing complex situations

#### **B) Vision / Mission Alignment, Commitment and Results:**

- We facilitate the conversations necessary to ensure the executive team is aligned on and committed to the organization’s vision, mission, values and operating principles and moves forward together in an effective and powerful way.



### C) Rebuilding, Enhancing and Repairing Trust:

- We are able to quickly determine and repair broken trust among executive teams which often holds them back from achieving all the results that are possible preventing them from leading and creating healthy and productive organizational cultures.

### D) Strategic Facilitation:

- Often we are invited by our clients to ensure that their precious meeting time is both healthy and productive. Our facilitation services include:
  - Off-sites
  - Executive team planning sessions and meetings
  - Brainstorming sessions
  - Crisis meetings

## 3) Leadership Development Programs:

### A) *The Art of Leadership Mastery* – A Customized Corporate Leadership Development Program

- The *Art of Leadership Mastery* Program is a comprehensive development program tailored to support the achievement of ambitious business outcomes. The ALM program uses a revolutionary and award winning approach pioneered and refined over the last seven years at NASA which enables participants to produce breakthrough results as inspiring and authentic leaders.
- The philosophy underlying the program is that leaders are in the “future business” and leaders shape the future through people. To produce breakthrough results over time, leaders must mobilize others into action in the face of risks and uncertainties while increasing the levels of trust and cohesiveness among those they lead.
- The *Art of Leadership Mastery* program uses a unique and powerful “synergistic learning method” enabling participants to authentically embody a new, more powerful leadership stance and presence that engages and generates trust with others.
- The program enables participants to:
  - *Produce Breakthrough Results in Their Business:*
    - ◆ Envision bolder futures
    - ◆ Generate trust with others
    - ◆ Develop a compelling engaging leadership presence
    - ◆ Inspire collective action
  - *Seamlessly Integrate Their Personal and Professional Lives in an Authentic and Engaging Way:*
    - ◆ Develop intuitive abilities
    - ◆ Improve emotional maturity and intelligence
    - ◆ Reduce stress and manage energy levels
    - ◆ Take care of one's own well being for a balanced life



- *Graduates will achieve the following Leadership Outcomes:*
  - ◆ Establish compelling vision and aligned goals
  - ◆ Engage others via use of language and attentive listening
  - ◆ Make difficult decisions according to principles/values
  - ◆ Hold self accountable and others responsible
  - ◆ Inspire well-being in self and others
- This six to eight-month leadership learning journey includes lecture, experiential exercises, action learning, coaching, group learning and exercises, reading, reflection, and leadership projects, individualized practices.

#### **4) Executive and Leadership Coaching Services:**

##### **A) Establishing a Compelling and Inspirational Vision**

- To be effective, leaders need to stand for something that grabs others attention and compels them to choose to want to be part of what the executive is up to. We coach executives to become clear on their personal and authentic narrative that answers the question “for the sake of what” are they doing what ever it is they are doing. Once clear, they find energy, balance and a line of people interested to join with them.

##### **B) Executive Presence**

- Through this coaching, executives unlock the emotion/physical concerns that interfere with their vocal and physical expression. With a somatic coaching approach, we work with clients to help them become more embodied as leaders. Executives walk away with confidence and the tools that transform their challenges into authentic presence centered in their individual style. Programs are customized to meet the specific challenges of each executive we work with.

##### **C) Authentic Leadership**

- We believe authentic leadership is all about building and creating instant trust and relationship out of who and how the executive is being when they are with and in conversation with a colleague, boss or employee. In short, it is about being real, all of the time. Our coaching enables executives to remove the pretense and barriers to leading from their authentic self.

##### **D) Authentic Leadership 360 Assessment**

- This online 360 assessment measures the 12 dimensions of authentic leadership in 60 questions for up to 20 people. Sample report available.



## 5) Teambuilding Programs:

- Off-site Experiential Programs - We offer half-day to four-day off-site team building experiences based on our belief that in order to have a high performance team, you have to have high performance individuals. Our world class programs increase the level of personal awareness, accountability and ability to choose that eliminates being a victim and enables participants to become “high-performance” individuals who can contribute to and even lead a team. Our programs produce high levels of trust and relationship among the participants and educate them on the fundamentals required to create and sustain a high performance team.
- On-Site High Performance Team Diagnostic and Tune-up Session – The High Performance Team Diagnostic and Tune-up Session is a three-hour interactive session personally lead by Sage Alliance Partner’s principle and master facilitator, Scott Coady. For the past 20 years, Scott has been in the business of helping clients embody the best practices for high performance teaming and achieving extraordinary business results.

As a result of the High Performance Team Diagnostic and Tune-up session, the team’s leader and members come away from the session with greater clarity about what specific actions are required to move the team’s performance to the next level and sustained high performance.

Specific outcomes of the session include:

- Your business team is able to calibrate their performance against best practices for sustained high performance
- The opportunity for team members to take greater accountability for the current team dynamics
- A reduction of dysfunctional team behaviors
- Improved health and vitality of the team (may be a temporary improvement without appropriate follow-up and additional learning)
- A greater level of awareness about what needs to shift on the team to move into higher level of performance
- An openness and willingness to learn how to improve the team

This three-hour session is a powerful way for any executive or project team to discover for themselves how they are functioning and begin the process of making meaningful changes that can dramatically improve the team’s ability to achieve their mission or purpose.

In addition to the three-hour interactive team session, the High Performance Team Diagnostic also includes a private executive briefing for the sponsoring executive after the diagnostic session is completed. During the executive briefing, Scott shares his assessments and insights about the team as a result of his experience with the team during the session.



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## **6) Organizational Culture Design and Consulting Services:**

- Our organizational culture services address and transform very specific issues in organizational culture. The work is highly customized based on the current business situation, realities, beliefs and perceptions. We offer organizational culture assessment, design and change consulting services in areas such as:
  - Employee Engagement
  - High Performance Teaming
  - Stellar Safety
  - Project Performance