



# CROSS IMPACT *Consulting*

## COACHING PROGRAMS

WHEN WE CREATE A CONNECTION WITH EACH OTHER, WE UNDERSTAND WHAT'S IMPORTANT, WHICH ALLOWS US TO MAKE A MEANINGFUL IMPACT.

### **DIGITAL TRANSFORMATIONS**

- Implement new ways of working across the organization with a focus on bringing agility, lean, and customer-centric design thinking to realize desired outcomes; including PMO and Product Centric Transformations into Value Delivery Organizations, Lean-Agile, and Organizational Change Management.
- Develop a simple framework that meets your organization where it is at to ensure what your company values is aligned to what your customer values.
- Plan and execute getting everyone across the organization to work together with clearly defined goals and measurable outcomes.
- Leverage metrics to make informed data-driven decisions to inform progress throughout the transformation.
- Prepare your team with knowledge and skills to sustain the changes.

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### **ELEVATE LEADERSHIP** GROUP COACHING PROGRAM

- Designed to help leaders develop and build on their emotional intelligence (EQ), advanced communication and listening skills, and impactful conflict resolution skills.
- Elevate organizational leaders to their next level, inspiring high performance.
- For seasoned leaders and those transitioning into leadership roles.
- Cultivate inspiring, effective leaders acting as positive change agents.
- Program has repeatedly resulted in positive behavioral changes from the first session.
- Leverage day-to-day scenarios for maximizing influence and impact.
- 8 sessions, 90 mins each for up to 20 per cohort.

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### **ACCELERATE**

#### 90 DAY LEAN CHANGE

- Implement a vision or address problems using a 90-day lean change framework.
- Integrates lean change, design-thinking, agile principles, and leadership coaching.
- Interview-based and collaborative workshops to craft a 90-day plan.
- Focus Areas: Strategy, Structure, Process, Culture, and People.
- Goal: Understand desired outcomes, measurements, and affected parties.
- Tested organizational change process.
- Metric-driven success criteria.
- Continuous 90-day cycles until goals are achieved.

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### **LEADING WITH IMPACT** 1:1 LEADERSHIP COACHING

- Comprehensive interview-based feedback from peers, leaders, direct reports, and colleagues.
- Initial 90-minute deep dive into personal motivators, deterrents, goals, and values.
- 1:1 Coaching: Explore feedback, life and work scenarios, and self-observations.
- Co-created, actionable strategies for personal and professional growth.
- 360 feedback to gauge growth post-coaching.
- Provides comprehensive understanding of personal strengths and blind spots to create elevated self-awareness.
- Insights into core values and motivators.
- 6, 9, and 12 month packaging.

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### **TESTIMONIAL**

"Greatly appreciate your thought-leadership, partnership, open and honest feedback, being my sounding board and guide throughout our PMO transformation to a VDO (Value Delivery Office). I've worked with a lot of organizations throughout my career and the CIC Team is "top notch."

- VP PMO, F100 Insurance Company

More Information :

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