

# ***Modern Leadership Coaching for Executives***



# EVERYTHING IS CHANGING

**Multiple stakeholders are placing unprecedented pressures on leaders.**

## CUSTOMERS

**65%**

of customers report that a company's commitment to supplier diversity drives their selection criteria. [\(UPS/Hootology 2020 SDII\)](#)

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## EMPLOYEES

**57%**

of employees would take a job at a competitor if they felt the culture was better. [\(Deloitte 2020 Human Capital Trends\)](#)

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## INVESTORS

**65%**

of investors are placing greater importance on managers' DEI policies in their investment decisions. [\(EY2021 Global Alternative Fund Survey\)](#)

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## CONSUMERS

**68%**

of global consumers will either buy or boycott a brand solely because of its position on a social or political issue. [\(Edelman Brand Study\)](#)

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## JOB CANDIDATES

**76%**

of job seekers consider a company's workforce diversity when evaluating a company and job offers [\(Glassdoor, 2021\)](#) and 85% believe that there is bias in the hiring process. [\(iCims Class of 2020 Report, page 14\)](#)

# Leaders Need New Strategies For Success

**Legacy Leadership: “Me” mindset  
committed to maintaining traditional  
structures with an exclusive focus on  
shareholder interests**

**Authoritarian, Secretive**  
“My way or the highway”

**Inflexible, Rigid**  
Discomfort with the Unknown

**Guarded; “Leader’s Command”**  
Driven by Scarcity; Belief in Meritocracy

**“Get It Done Fast”**  
Profits Over People

**Micro-Manager; “In the Weeds”**  
Personal Success

**Modern Leadership: “We” mindset  
committed to fostering sustainable  
companies with triple bottom line impact**

**Authoritative, Transparent**  
“Tell me more”; Authentic

**Collaborative, Agile**  
Comfort with Ambiguity

**Collaborative; “Leader’s Intent”**  
Driven by Abundance; Understanding that DEI= Better  
Business Outcomes

**“Get It Done Right”**  
People, Planet & Profits

**Visionary; Delegates**  
Team Success

***Modern  
Leadership  
Coaching (MLC)  
prepares leaders to  
succeed in today's  
complex business  
environment***



# MLC Process

*Executive Commitment:  
+/- 15 hours  
over 6 months*

## Phase 1: Reimagining Leadership

- **Introductory Meeting (60 Minutes)** - Coach meets with Executive to discuss inclusive leadership requirements/expectations, clarify goals, identify opportunities/challenges, align on success outcomes
- **Executive Alignment Meeting (30 Minutes)** - Coach meets with Executive to review customized assessment process/plan

## Phase 2: Reality Assessment

- Assessment of **Executive's strengths and vulnerabilities** as a modern, inclusive leader
- Review of **internal/external stakeholder challenges/opportunities**
- Review of **previous assessments**, including performance reviews, 360 feedback, etc.
- 5-8 **stakeholder interviews**
- **Executive Assessment Interview (60 minutes)**- Coach and Executive interview meeting

## Phase 3: Roadmap for Success

- **Reality Debrief Meeting (60 Minutes)** - Coach and Executive meet to review assessment insights
- **Roadmap Meeting (30 Minutes)** - Coach and Executive meet to establish plan for success
- **Modern Leader Coaching Sessions (4-6 60 minute)** - Coach and Executive meet monthly for coaching sessions (includes pre/post reading for Executive)

## Phase 4: Review & Reset

- **Review Assessment**
  - Coach follows up with 3-4 key stakeholders to assess Executive progress
- **Reset Meeting (60 Minutes)** - Coach and Executive meet to review insights and reset roadmap





## MLC Client Outcomes:

- Deeper insight into the core competencies of modern leadership
- Clarity around personal strengths and vulnerabilities as an modern leader
- Increased competency and confidence in fostering high performing, inclusive cultures to maximize business outcomes
- Enhanced communication skills
- Greater impact and success as a modern leader

# Lisen Stromberg



Lisen is a leadership transformation expert who has coached C-Suite executives/global leaders at companies across the spectrum - from Fortune 500s to tech start-ups.

Her goal is to empower leaders to foster highly inclusive, highly productive cultures that benefit people and the planet, delivering prosperity for all.

Lisen is also an award-winning journalist, author, and in-demand speaker on the future of work and leadership. Her latest book, [\*\*\*Intentional Power: The 6 Essential Leadership Skills for Triple Bottom Line Impact\*\*\*](#) has been called “the roadmap for modern leaders.”

**Your  
Coach**

# EXECUTIVE INVESTMENT

## Phase 1: Reimagining Leadership

\$9,750

- 2 one-hour sponsor planning meetings
- 1 one-hour 1:1 introductory meeting with Executive
- 1 thirty-minute 1:1 assessment prep meeting with Executive
- Program Planning/Prep

## Phase 2: Reality Assessment

\$19,500

- 1 one-hour sponsor meeting (**Virtual**)
- Review of internal/external stakeholder challenges/opportunities
- Review of previous assessments, including performance reviews, 360 feedback, etc.
- 5-8 thirty-minute stakeholder interviews
- 1 one-hour 1:1 Modern Leader assessment interview with Executive

## Phase 3: Roadmap for Success

\$23,650

- 1 one-hour sponsor meeting
- Roadmap planning Including programming
- 1 one-hour 1:1 debrief with Executive
- 4-6 one-hour 1:1 Modern Leader Coaching sessions with Executive

## Phase 4: Review & Reset

\$16,000

- 1 one-hour sponsor meeting
- 4-6 thirty-minute stakeholder interviews
- Roadmap Review & Reset assessment
- 1 one-hour 1:1 debrief/planning meeting with Executive

## TOTAL INVESTMENT\*

\$68,900

\* Based on virtual delivery. In person sessions are available for additional fee. Travel Not Included



# **Leaders, RESET Your Leadership**

Everything has changed.

The old way doesn't work.

You need insight, feedback, and tools.

It's about actions, not just aspirations.

It's time to become a modern leader.

*It's a win for ALL.*

I look forward to collaborating with you.

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