

# COACHING *for* LEADERS

## Academy Membership

The Coaching for Leaders Academy is an intimate community of leaders who work together under expert facilitation to create movement for themselves and their organizations.

### Assessment

After their selection for the Academy, members are assessed for their leadership skills. Assessments are sourced from TTI Success Insights, a leading source for research-based, validated assessment and coaching tools.

The assessments includes the TTI TriMetrix HD, providing a 55-point analysis that uncovers each participant's behaviors (DISC), motivators/driving forces, acumen, as well as an individual's unique competencies. Participants receive feedback on the behaviors they bring to their work, the motivators/driving forces that drive them, and the ability to demonstrate the competencies required by their work.

Upon completion of the assessment, each participant receives an individual, one-hour debrief of their results with an Academy coach.

## Strategy

Upon completion and review of assessment data, members establish a leadership vision to be used throughout the Academy year to promote alignment of their development priorities with consistent movement.

## Curriculum

Academy members meet live in synchronous, HD-video sessions with 5-6 other leaders, twice-monthly\*, for 90-minute sessions. All sessions are facilitated personally by Dave Stachowiak, lead faculty for the Academy.

Sessions include regular reports to the cohort on 90-day commitments, professional networking opportunities, and rotating focus time for individual members to get coaching and feedback from the entire group. In addition, cohort sessions help members to establish and create movement towards a professional vision and 90-day commitment. The vision and commitments are reviewed regularly to ensure movement on what's most essential.

Instead of relying on case studies, cohort sessions focus on adding value to actual situations in participants' organizations so they can leverage immediate, practical learning. All members agree to confidentiality within their cohorts of 6-7 colleagues.

In addition to these small group sessions, Academy members may participate in live, monthly Expert Chats, featuring guest experts who have appeared on the Coaching for Leaders podcast.

Optionally, participants may also elect to participate in community-wide Coaching Forums and peer mentoring, all conducted via live synchronous, HD-video sessions.

Throughout all Academy sessions, facilitation focuses on at least one (and often several) of these practices:

**Assessment** - Through selection, feedback, conversation, and reflection, Academy members create a more accurate view of their current development points in key leadership areas.

**Vision** - Academy members develop a written, 2-3 year leadership vision within the first 60 days of the program and share it with Academy colleagues. This vision then guides their work during the Academy.

**Roadmap** - 90-day commitments are established by Academy members that illuminate tactical actions that will take them from the assessment point, towards their 2-3 year vision.

**Self-Accountability** - Initially, Academy members stay accountable for daily movement through regular check-ins with Academy colleagues. While these check-ins continue throughout the year, intention is gradually transitioned to self-accountability for sustainable movement.

**Relationships** - Because of the complex challenges that Academy members face, regular interaction points with colleagues build connections that provide insight from experience and wisdom.

**Resources** - Google searches don't resolve the problems most Academy members face at this point in their careers. The community works together to provide recommendations to each other on resources that will serve members in achievement of their vision.

# Objectives

In addition to their individual leadership goals, Academy members create movement towards the following outcomes in their own professional practice by the conclusion of their Academy year:

**Talent Development** - Academy graduates view the development of future leaders as a chief mandate of their work. They have a strategy for succession planning, use coaching and mentoring as critical skills for developing others, and regularly empower future leaders through development planning, clear expectations, and regular delegation.

**Effective Decision-Making** - Academy graduates assess multiple data points and leverage the experience of other leaders inside and outside their industries to make better decisions. They maintain a practice of collaborative coaching relationships with other leaders who are invested in them and provide objective advice to elicit the best possible decisions.

**Consistent Innovation** - Academy graduates value movement, testing new ideas, and recovering quickly from failures. They establish 90-day commitments with regular reporting that can be achieved quickly and influence the organization towards continuous learning and growth.

**Self-Organization** - Academy graduates set and achieve goals with limited frameworks and direction. They have clear awareness of their strengths and limitations, engage in reflective practice, prioritize time for strategic thinking, and demonstrate drive, purpose, and ethics in their work.

**Efficient Learning** - Academy graduates seek wisdom and guidance through trusted, professional relationships that lead them to best practices. They prioritize relationships and wisdom

from other leaders and demonstrate flexibility and agility in their ability to incorporate new practices into their own leadership.

## Qualifications

Academy members matriculate from the Coaching for Leaders listening community, a top management show on Apple Podcasts. Applicants to the Academy must meet the following qualifications:

- They must be a manager or executive in an organization of at least \$500,000 USD or equivalent in annual revenue OR an independent business owner/consultant with significant management/executive experience that is billing at least \$75,000 USD in annual revenue.
- They agree to attend a minimum of 75% of their cohorts's live sessions via video-conference. That's two sessions per month of 90 minutes each (except two dark sessions in June/July and December).
- They agree, if selected, to adhere to the [guidelines and values](#) of the Academy, including confidentiality of all internal dialogue.
- They make a commitment to one year of membership, for group consistency and to facilitate building long-term relationships. Please note there is no membership option to suspend/stop during the year, for the benefit of all members.
- They have fast, reliable internet access and agree to use a camera to participate by video-conference and a headset or other microphone that provides good audio quality.
- They refrain from recording sessions, to support open dialogue and confidentiality.
- They agree to give feedback to improve the Academy for all members.
- They are conversationally proficient in English.

## Selection

Applicants to the Academy are interviewed personally by Dave Stachowiak and selected based on the quality of their application, their agreement to fulfill the program commitments, and their desire to enhance the leadership skills of themselves and colleagues.

## Peer Mentoring

All members are encouraged to participate in the optional, peer mentoring program, allowing for personal collaboration with other leaders. In addition, all members have 24/7 access to the online membership community, built on the industry-leading Mighty Networks platform.

## Contact Hours

Twice-monthly\*, cohort sessions: 33 hours (required)  
Monthly all-member Expert Chats: 12 hours (elective)  
Monthly all-member Coaching Forums: 12 hours (elective)  
Total annual contact hours: **33-57 hours**

\* Two, twice-monthly meetings are dark, once in June or July and once in December. As a result, cohorts meet for 22 sessions total.

## **Tuition**

\$5,000 USD

Due to the annual commitment expected of all Academy members, full tuition payment is due at the start of the Academy year to confirm a cohort seat.

## Faculty

The Coaching for Leaders Academy is facilitated by **Dr. Dave Stachowiak**, host of Coaching for Leaders, a top-rated management podcast downloaded **15 million times**. Dave has interviewed hundreds of experts, including:



David Allen	Lynda Gratton
Dan Ariely	Michael Hyatt
Peter Block	John Kotter
Michael Bungay Stanier	Patrick Lencioni
Susan Cain	James Mattis
Dorie Clark	John Maxwell
James Clear	Guy Raz
Susan David	Susan Rice
Marshall Goldsmith	Gretchen Rubin
Daniel Goleman	Edgar Schein
Seth Godin	Simon Sinek
Adam Grant	Liz Wiseman

The Coaching for Leaders podcast has aired weekly since 2011 and is the **#1 search result for coaching in the United States on Apple Podcasts**. Dave was featured in Forbes as a [25 Professional Networking Expert to Watch](#).

Dave holds a doctoral degree in organizational leadership from Pepperdine University and is graduate of Coach U. He was previously Senior Vice President at Dale Carnegie of Southern Los Angeles and has received multiple international awards from the Dale Carnegie organization.

Dave has instructed at the University of Southern California, University of California at Irvine, Vanguard University, and Chapman University.

## What Alumni Say

The Coaching for Leaders Academy has been one of my "secret weapons" for professional development. I have really enjoyed interacting with others from varying backgrounds and stages in their careers. One time I had an issue with a colleague and needed immediate advice from the forum. I posted my question and within a day received targeted information which allowed me to resolve the issue I was having quickly. It's like having a room full of advisers. **-Torrey Peace**

I went into the Coaching for Leaders Academy hoping to get deeper insights from Dave based on the experts and topics that he has on the podcast. He's not only given that but I've learned so much from the other Academy members. Dave has done an excellent job of curating a group of people who are different enough to provide valuable perspective and insight, but also similar enough to understand and empathize with the challenges I've brought before them. **-Mike Burch**

I joined the Academy because I had been following the Coaching for Leaders podcast for about 6 months and found Dave's wealth of knowledge and professional network to be an invaluable developmental resource. I figured he would do a great job selecting a diverse group of leaders all seeking after the same two things: to grow as individuals (professionally and personally) and to better lead those around them. I have not been disappointed! In just a few months time, I have learned how to have tough conversations, better time management, and how to embrace failure as part of success. **-Tyler Nethercott**

I joined the Academy to have the opportunity to meet other leaders and share with them my leadership problems and help them with theirs. The result is beyond my expectations by far. I'm

really attached to the group and I enjoy every minute I spend with them. **-Romain Ehrhard**

I applied to join the Academy so I could continue to learn and grow and meet new people outside my usual network who could become friends. I have enjoyed the group of people I have met and getting to spend time with them and learn is one of the highlights in my week. I have gained a safe community of people who I can share my challenges and wins with. **-Chris Nare**

The Academy has given me the opportunity to meet people from around the world and in all different industries. It is a group of peers that are supportive and willing to help each other through the challenges we face. Just being involved has opened my eyes to my potential and pushed me to really focus on my personal development outside of work. **-Heather Balcerek**

## Questions?

Contact the Coaching for Leaders Academy administration at [feedback@coachingforleaders.com](mailto:feedback@coachingforleaders.com) or call (949) 38-LEARN