

COACHING *for* LEADERS

Academy Membership

The Coaching for Leaders Academy is an 8-month, intimate cohort of leaders who work together under the facilitation of Dave Stachowiak to substantially accelerate each member's leadership skills.

Assessment

After their selection for the Academy, members complete an assessment from Gallup, the leading source for leadership analytics. Each member receives the CliftonStrengths 34 report (commonly referred to as StrengthsFinder) to provide key insights for their natural talents. A personalized profile presents a detailed breakdown of themes, ideas for action, potential blind spots, and direction on how to navigate all 34 themes.

Assessment results are discussed within the Academy cohort and utilized in problem-solving throughout the Academy. Members discover how to best utilize their own strengths in leadership and leverage the strengths of their Academy colleagues.

Strategy

Upon completion of an initial interview, assessment, and cohort team-building, members craft a 2-3 year leadership vision to be used throughout the Academy (and beyond) to promote alignment of their development priorities with consistent movement. Members receive feedback on their visions from the entire cohort and Dave Stachowiak to ensure alignment with their intended outcomes for the Academy.

Focus Areas

As part of their vision, members select three focus areas for their time in the Academy and review these with the entire cohort and Dave Stachowiak. Those focus areas are the foundation of the commitments set by each member throughout the program.

Peer Accountability

As members begin each commitment (3 total during the Academy) they are paired with 1-2 other members for peer support and accountability. Members are asked to briefly connect with their accountability partners between sessions to support each other's commitment and provide insight and perspective when obstacles arise. New partners are selected at the beginning of each commitment.

Curriculum

Academy members meet live in synchronous, HD-video sessions with 5-6 other leaders, for 90-minutes. Cohorts meet 16 times over the 8-month program. **All sessions are facilitated personally by Dave Stachowiak**, Coaching for Leaders podcast host and lead faculty for the Academy.

Sessions include regular reports to the cohort on commitments, professional networking opportunities, and rotating focus time for individual members to receive coaching and feedback from the entire cohort on current situations. In addition, cohort sessions help members to establish and create movement towards their professional visions and focus areas. The vision and focus areas are reviewed regularly to ensure movement on what's most essential.

Instead of pre-defined case studies, leadership development and problem-solving is always done in the context of actual situations that members are facing inside of their organizations. This supports all members in leveraging practical learning that can be applied immediately. All members agree to confidentiality within their cohorts of 6-7 colleagues.

In addition to their own cohort, Academy members also receive full access to participate in the live, monthly Expert Chats, featuring guest experts who have recently appeared on the Coaching for Leaders podcast.

Optionally, participants may elect to participate in community-wide Idea Circles and *Ask Dave Anything* events 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 - Three focus areas and corresponding commitments are established by Academy members during the program. Each commitment illuminates 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 program, 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 - Search engines and AI 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:

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 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 expert 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 of a team (i.e at least two employees directly report to them).
- They agree, if selected, to adhere to the [guidelines and values](#) of the Academy, including confidentiality of all internal dialogue.
- They agree to attend a minimum of 13 out of 16 of their cohort's live sessions via video-conference. That's 2-3 sessions per month of 90-minutes each. Their meeting day and time will be consistent once the cohort's schedule is set — and all dates will be published at the start of the Academy. Their cohort will meet 16 times over the 8 months.
- They agree to make time for brief check-ins with an accountability partner between their live sessions.
- They make a commitment to 8 months of membership, for cohort consistency and to facilitate building long-term relationships. Please note there is no membership option to suspend/stop during the program, as the same leaders work together during the entire 8 months.
- They have fast, reliable internet access and agree to use a camera to participate via video-conference during their live sessions.
- Regardless of locale, they are conversationally proficient in English, as all Academy sessions are conducted in English.

Selection

All 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.

Live Contact Hours

16 cohort sessions: 24 hours (required)

Monthly, community-wide Expert Chats: 8 hours (elective)

Monthly, community-wide Ask Dave Anything: 8 hours (elective)

Monthly, community-wide Idea Circles: 8 hours (elective)

Total program contact hours: **24-48 hours**

Tuition

\$6,750 USD

Due to the 8-month commitment expected of all Academy members, full tuition payment is due at the start of the Academy to confirm a seat.

Faculty

The Coaching for Leaders Academy is facilitated by **Dr. Dave Stachowiak**, host of Coaching for Leaders, a top-rated management podcast downloaded **40 million times**. Dave has interviewed hundreds of experts, including:



David Allen
General CQ Brown, Jr.
Michael Bungay Stanier
Susan Cain
Kwame Christian
James Clear
Amy Edmondson
Marshall Goldsmith
Daniel Goleman
Seth Godin
Adam Grant
Will Guidara

Minda Harts
Michael Hyatt
John Kotter
Patrick Lencioni
Secretary James Mattis
John Maxwell
Guy Raz
Ambassador Susan Rice
Gretchen Rubin
Edgar Schein
Simon Sinek
Liz Wiseman

The Coaching for Leaders podcast has aired weekly since 2011 and is the **#1 search result for *management in the United States on Apple Podcasts***.

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

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

What Alumni Say

I applied a new approach that I learned through the Academy, and it led to an incredibly meaningful conversation with a senior leader. That discussion opened doors for me to present my ideas on a much larger stage, which became one of the most significant experiences of my career. **-Randelle Lenoir, Vice President**

I found my personal brand. I was able to find this consistency in myself that other people really started to trust. My scope of work has changed, my team has grown, and also the types of projects I am trusted to work on. Some very senior people are really letting me in on very vulnerable challenges. **-Natasha Orslene, Senior Manager**

People appreciate when you can spell it out in very clear language. My Academy commitment became the seed of a larger project over the next few months to document our engineering expectations. This created something more sustainable for the team to understand what was expected of them. **-Patrick Peralta, Engineering Manager**

The Academy accelerated my progress. I totally could have continued plotting on my own, but it would have been scattershot. It would have been one of those things where I was holding myself accountable...so I could let it slide. Instead, other people holding me accountable and saying, "Hey Alice, that's clearly not working. Maybe you shouldn't do that," really allowed me to focus in on what was actually working and make progress more quickly. **-Alice Ferris, Partner**

Employees started troubleshooting their own challenges in conversations, which was a huge win. We didn't run into as many

escalations where leadership needed to come in and troubleshoot. We bypassed a lot of that by getting better at having conversations early. **-Monica Chartier, Senior Manager**

This has really helped in terms of building trust and having open conversations. There is more ease and speed to have conversations about things when they're not working. In the past, I would stew about it and think about it. Now, I'm much more likely to just message someone and say, "Hey, can we talk?" **-Susan Salomone, Assistant Vice President**

Coaching for Leaders has been indispensable to me as a leader. The content Dave produces is insightful, actionable, and highly relevant to my leadership role. Not only do I take something of value from each of his offerings, I routinely share his material with my team, colleagues, and family members. Dave is a skilled facilitator and what I have learned from his style of facilitation and coaching is valuable in and of itself. This experience has been a highlight of my development in the past several years. **-Courtney McBean, Executive Director**

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, County Manager (NGO)**

Coaching for Leaders is a resource I stumbled across about a year ago when seeking leadership advice. I've read a lot of books, articles, and listened to other podcasts, but this one really stuck with me. The content is very approachable and has helped me immensely as it covers a wide array of topics. Another amazing resource has been the Academy. Dave is

thoughtful, supportive, and knows how to ask the right questions. He is incredibly knowledgeable and it's valuable to be able to learn from someone with such a broad and deep understanding of leadership. **-Gemma Aguilar, Founder & CEO**

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, Chief Operating Officer**

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, Vice President of Product Development**

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, Chief Technology Officer**

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, Chief Operations Officer**

Dave is a sincere coach who genuinely listens and opens the door to find the possibility on my own. It is amazing to learn about my ability with his coaching and notes/insights he shares as well as this amazing community. **-Lirah Lim, Sector Leader**

I was transitioning to a new position, managing a big team, and leading interdisciplinary academic research projects. During my first several sessions, I felt like an impostor since my role was not in the corporate world. I quickly learned that my specific area was not relevant. Dave provided transferable knowledge and resources that enhanced my mindset and skills as a manager and leader, and prepared me to take a big leap in my career. I leave every session feeling smarter and better connected. **-Yashoda Sharma, Program Director**

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, Team Manager**

Questions?

Contact the Coaching for Leaders Academy at members@coachingforleaders.com or call (949) 38-LEARN