

Strong Performers Get Promoted. Leaders Get Developed.

A proven six-month curriculum, applied inside the real job.

Most organizations promote their best performers and hope leadership comes with the title. It rarely does. Leadership Development builds the practices on purpose: a proven six-month curriculum, learned in sequence and applied to the real work, so managers stop leading by instinct alone.

SOUND FAMILIAR?

- "We promote strong performers and then watch them struggle as leaders."
- "Every manager here leads differently, and some barely lead at all."
- "We have never actually taught anyone here how to lead."
- "Development means a workshop once a year, and nothing changes after it."
- A layer of managers is carrying more responsibility than they were ever prepared for.

WHAT IT IS

A six-month leadership development experience built on eight leadership practices, moving from knowing how you lead to developing people and building bench. It starts with multi-science leadership discovery, then each practice is learned, applied in the real job, and coached, so the development shows up in the work, not just in a workbook. The eight practices are laid out on the next page.

[LEAD YOURSELF](#)
[LEAD OTHERS](#)
[LEAD THE WORK](#)
[LEAD FORWARD](#)

HOW LEADERS LEARN

DISCOVER → LEARN → APPLY → COACH → REFINE →

REPEAT

Leaders apply each practice in the real world between sessions, coach what happens with Tracy, and strengthen what matters most. Learn it. Use it. Coach what happens. Strengthen it.

WHO IT IS FOR

Newly promoted and emerging leaders

Managers who were never formally developed

Leaders preparing for broader responsibility

Succession pools and leadership levels

Which leaders are carrying more than they were prepared for?

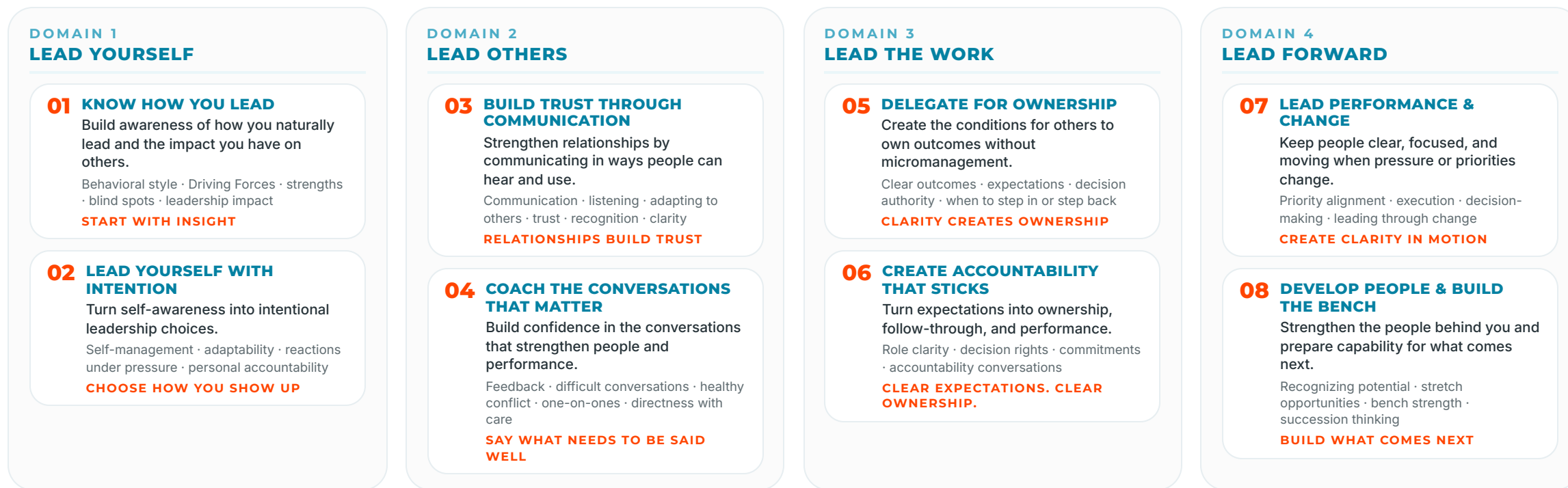
Tell Tracy about the layer of leaders you are thinking about. The curriculum is proven. The application is personal.

[TALK WITH TRACY →](#)

The Eight Practices We Take Leaders Through

Eight core practices. Four domains. Six months of learning, application, coaching, and reinforcement.

This is the substance behind the experience: eight practical leadership practices, developed in sequence across the four domains, each one learned, applied in the real work, and coached until it holds.



Learn it. Use it. Coach what happens. Strengthen it.

Want these practices working in your organization?

Tell Tracy which of the eight your leaders need most. The sequence flexes to the leaders in it.

TALK WITH TRACY →

One Curriculum. Two Ways to Experience It.

Individually, or as a cohort of eight or more.

The same six-month curriculum runs both ways. Individual delivery personalizes the application to one leader. The cohort experience develops a whole layer of leaders together, with shared language, peer learning, and individual Performance Coaching throughout.

INDIVIDUAL

ONE LEADER, PERSONALIZED APPLICATION

\$5,000 to \$7,000 PER LEADER

One leader moves through the curriculum with individualized assessment insight, Performance Coaching, and application to their real leadership situations.

Best for: developing one or a few leaders, newly promoted managers, leaders preparing for bigger scope.

COHORT

EIGHT OR MORE LEADERS, TOGETHER

\$3,000 to \$6,000 PER LEADER

Leaders learn together, apply individually, and coach the real work. Delivery can be virtual or anchored by in-person days, scoped to your organization.

Best for: manager development groups, emerging leader programs, succession pools, leadership levels.

8+ LEADERS

WHY A RANGE INSTEAD OF A FIXED PRICE

Typical investment ranges are shared up front so you know what to expect. Final investment reflects the number of leaders, assessment depth, coaching cadence, and complexity. A discovery conversation confirms the exact scope before anything is committed.

WHY LEADERS CHOOSE ELEVATE2GROW

- Development happens inside the real job, with coaching between sessions
- Multi-science assessment insight, debriefed and applied, never used as a verdict
- A cohort builds shared leadership language a whole layer of managers can use
- An operator's perspective: Tracy spent 30+ years inside complex, growing organizations

WHICH ONE FITS?

These two engagements strengthen leadership in different ways.

"This leader is ready for greater impact, and there is something specific we want to strengthen."

LEADERSHIP IMPACT COACHING

The need centers on one leader, the role they are carrying, and what leadership requires next. The coaching follows the leader.

"We want to develop stronger leadership capability across this level of leaders."

LEADERSHIP DEVELOPMENT

The goal is to build a broader foundation of practical leadership capability through a structured development path.

A useful place to start: If the need centers on one leader and a current challenge, transition, or next-level opportunity, Leadership Impact Coaching may be the better fit. If the goal is to intentionally build a broader set of leadership capabilities, Leadership Development may be the better fit. Not sure? Tell Tracy what keeps happening and what you want to be different. If another path would serve you better, she will tell you.

Ready to develop leaders on purpose instead of by accident?

Tell Tracy how many leaders and where they are in their development. She will recommend the right way to run it.

TALK WITH TRACY →