

# One Leader Can Be the Bottleneck. Or the Breakthrough.

Coaching that follows the leader, not a curriculum.

When one leader is stretched past their capacity, the whole organization feels it: decisions wait, the team hesitates, and growth slows to the speed of that one person. Leadership Impact Coaching develops that leader inside the situations they are actually facing, so the change shows up where it counts: in the work.

## SOUND FAMILIAR?

- "If I'm not in the room, the decision waits for me."
- "He was our best performer. Leading turned out to be a different job."
- "She is strong operationally, but something about how she leads is costing us people."
- "I know what I should be doing differently. I just keep not doing it."
- A leader the organization is investing in has one pattern getting in the way.

## WHAT IT IS

One leader, coached around their real challenges. The decision that keeps getting pushed, the team member who is not stepping up, the conversation that has been avoided: coaching starts from the real situation and works back to what the leader can change. Multi-science assessment insight comes first, so the coaching is grounded in how this leader actually operates, not a generic model. The four lenses the coaching looks through are on the next page.

## WHO IT IS FOR

- A leader in a new or expanding role
- A leader carrying significant change
- A strong performer with one pattern in the way
- A leader the organization is investing in

## HOW COACHING WORKS

REAL CHALLENGE → REFLECTION → COACHING → APPLICATION → RESET

### REAL CHALLENGE

What is actually happening this week.

### REFLECTION

What is the leader doing, and why?

### COACHING

See the pattern. Choose a different move.

### APPLICATION

Try it in the real situation.

### RESET

What happened. Adjust. Go again.

## Which leader, and what are they carrying right now?

Tell Tracy the situation. The coaching follows the leader, so the conversation starts with what keeps happening.

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# Where Leadership Impact Shows Up

The leader is the starting point. The impact does not stop there.

Leadership impact moves outward. How you lead yourself shapes how you lead your people. How you lead your people shapes how your team works. How your team works influences how the organization performs. Coaching strengthens that whole chain, starting with one leader.

GROW YOURSELF →

GROW YOUR PEOPLE →

GROW YOUR TEAM →

GROW YOUR ORGANIZATION

## GROW YOURSELF

**How am I showing up?**

### COMMON COACHING WORK

Self-awareness and leadership impact · reactions under pressure · confidence and presence · decision-making and prioritization · boundaries, capacity, and focus · adapting your style as responsibility grows

## GROW YOUR PEOPLE

**What am I creating in the people I lead?**

### COMMON COACHING WORK

Delegation and ownership · coaching instead of rescuing · feedback and difficult conversations · accountability · developing capability and recognizing potential · strengthening relationships and trust

## GROW YOUR TEAM

**What environment am I creating around me?**

### COMMON COACHING WORK

Communication and collaboration · healthy conflict · decision clarity · team expectations · trust and candor · cross-functional influence · ownership across the team

## GROW YOUR ORGANIZATION

**How does my leadership affect the bigger system?**

### COMMON COACHING WORK

Leading through growth and change · executive influence · organizational alignment · strategic thinking · succession and bench strength · what to own and what must move elsewhere

## FOUR LENSES, NOT FOUR STAGES

These are not sequential phases or a fixed curriculum. They are four places the coaching may look as it follows the leader. A CEO might enter because of Grow Yourself and discover the real leverage is Grow Your People. A VP might arrive with a team issue that turns out to be partly about Grow Yourself. A leader struggling with capacity may find too many decisions still flow through them, which reaches into Grow Your Organization. That is the difference from Leadership Development, which follows a structured path of eight practices. Coaching has no predetermined curriculum. It follows where the leader's impact needs to strengthen.

**Leadership Impact Coaching can move across all four. The agenda is not predetermined. We follow the leader, the role, and the places where greater leadership impact will make the biggest difference.**

## Where would stronger leadership impact matter most right now?

Tell Tracy about the leader and the role. The lens follows the leader, not the other way around.

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# Two Ways to Engage

Same coaching approach. Different length of runway.

The three month engagement is focused and fast. The six month engagement gives the leader more real situations to practice in, and more time for the change to hold. Both are priced per leader, and both begin with multi-science insight.

## 3 MONTHS

### FOCUSED LEADERSHIP IMPACT

**\$3,500 to \$4,500 PER LEADER**

A concentrated coaching engagement around one leadership challenge, transition, or stretch.

**Best for:** a defined challenge, a new role, a focused development push.

## 6 MONTHS

### SUSTAINED LEADERSHIP GROWTH

**Up to \$7,000 PER LEADER**

A longer arc for a leader carrying significant change, complexity, or a bigger scope, with room to practice, reset, and grow.

**Best for:** leaders in critical or expanding roles, sustained pressure, development that needs to hold.

RECOMMENDED

## WHY THE SIX MONTH OPTION IS RECOMMENDED

Behavior changes through repetition in real conditions. Six months gives a leader more live situations to practice in, more chances to reset, and enough time for the new pattern to become how they lead, not just something they tried once.

## WHY LEADERS CHOOSE ELEVATE2GROW

- Coaching happens next to real situations, not in a classroom bubble
- Multi-science assessment insight, debriefed and applied, never used as a verdict
- An operator's perspective: Tracy spent 30+ years inside complex, growing organizations
- Honest scoping: if a smaller engagement fits, that is what she will recommend

## 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 invest in the leader carrying the most?

Tell Tracy about the leader and the situation. The first conversation costs nothing but the time.

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