



Executive Coaching and Leadership Development Programs

Loutel has provided expertise, consulting, and coaching to many C-Suite teams and Boards, leaders, and managers, both individually and in small groups, around effective leadership competencies. At the core of every successful coaching experience, whether individual or group, is a trusted relationship. Our team of highly experienced, credentialed coaches is adept at building trust and rapport, developing productive working relationships, and creating implementable actions and accountability to propel leaders forward. The diversity of our coaching team allows for choice to ensure that coachees are paired with the most impactful coach to lead to positive outcomes.

To be meaningful, it is essential at the outset to create individual, group, and enterprise goals, as appropriate, for the coaching program. While individual objectives are very personalized, leadership progressive behavior changes both cascades down throughout an organization and rises up through the pipeline to impact overall enterprise culture. Utilizing a coaching program framework that recognizes both the individual component, and the concurrent enterprise cultural impact of great leadership, is key.

There are a variety of different coaching modalities and customized curriculums we use depending on time, resources, and budget.

- **Traditional Group and Individual Executive Coaching**

To set a benchmark and determine areas of strength and opportunity for each individual in the coaching program, our methodology begins with an assessment. Our coaches are certified to administer a myriad of assessment tools including the Myers Briggs Type Indicator (the MBTI®), the Energy Leadership Index, StrengthsFinder, and a variety of 360 assessments designed to understand leadership and communication styles and aptitudes. From this data, we create both individual and collective development plans, goals, and KPIs to measure success and outcomes.

In addition to assessment results, our coaching team utilizes powerful coaching tools to create both development/action plans and measure results. Like working with a coach to prepare to run a marathon, for example, this collaborative approach identifies the actions along the way that are necessary to enable the coachee to reach their goals (whatever those goals may be), just as training for a marathon requires a multitude of actions along the way to finish successfully.

Loutel's coaches are there to empower and guide their coachees, help them build the mindset needed for success, and hold them accountable. We help people build the muscles they need to change behavior and provide accountability that is customized for each individual participant.



WHERE
EMPLOYMENT LAW
MEETS
WORKPLACE CULTURE

- **Specialized Coaching**

We also offer targeted coaching for individuals requiring focused support to address issues stemming from harassment, discrimination, or other inappropriate workplace behavior.

- **All-Hands Focused Dialogue**

Loutel regularly facilitates Focused Dialogues with leaders. A Focused Dialogue is a discussion-based strategy session specifically designed to intentionally increase understanding, create alignment, and exchange ideas and strategies around culture work and initiatives.

The goal of the Focused Dialogue is to ensure we ask senior leadership the right questions about the organization's culture understanding, performance, and involvement.

The specific objectives of a Focused Dialogue include:

- *Improve Dialogue & Engagement* – Apply skills that enhance the ability to talk with each other about anything to reach alignment and agreement on important matters.
- *Create Behavior Change* - Discuss barriers to inclusive decision-making, problem-solving, conflict resolution, and communication. The ultimate pay-off is a commitment to action, higher productivity, and stronger relationships.
- *Build A High-Performance & Inclusive Culture* – Reinforce commitment to actions that will result in productive communication, which can help the organization, teams, and leaders develop inclusive workplaces based on trust and respect.

- **Leadership Programs**

Leaders set the tone and shape organizational culture, making it essential to invest in their ability to demonstrate behaviors that align with your core values. Our competency-based, experiential programs for leaders, including managers, are designed to equip individuals with the skills and understanding to consistently demonstrate and reinforce these values. Going beyond traditional leadership training, these programs offer practical, hands-on learning experiences that address real-world challenges and ensure leaders can effectively apply their development in everyday situations.

Leaders gain actionable insights and skills in areas such as effective communication, inclusive leadership and decision-making, conflict resolution, feedback, and building team relationships, all tailored to reflect your organizational culture and goals. By focusing on behavior modeling and values alignment, these programs ensure leaders not only set the tone for ethical and effective leadership but also inspire their teams to perform at their best. This approach fosters a cohesive, values-driven workplace culture where excellence in leadership behavior translates into organizational success.