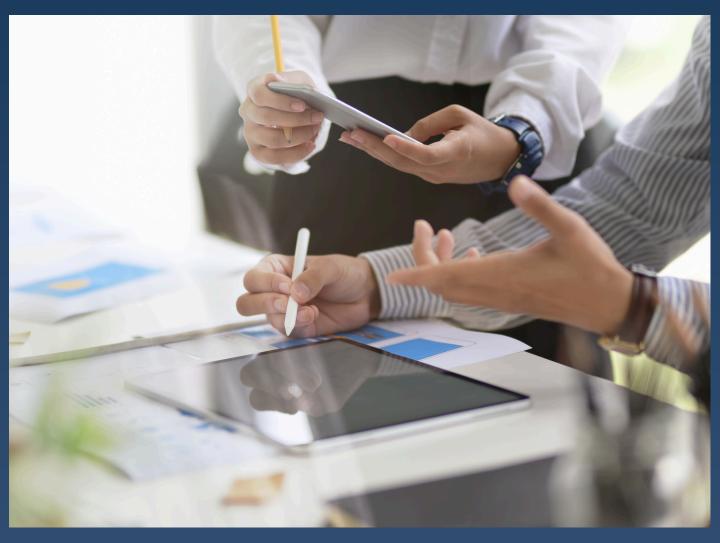
**TRANSFORM** 

# LEADERSHIP COACHING

THE 4 D'S



Dr. Nike Smith

DOCMIKESMITH.COM

# **DISCOVER**

#### TO MAKE KNOWN OR VISIBLE

- 1. Awareness of Self by Using:
  - a. Principles You Assessment®
  - b. Core Purpose Statement Workbook
  - c. Leadership Self Assessment
- 2. Perceptions that Others have by Using:
  - a. 360 Degree Survey by Executive Development Associates Surveys™

### **DEDICATE**

#### SET APART FOR A SPECIAL & OFTEN HIGHER END

- 1. Using all available data from the previous step:
  - a. Identify
    - i. No more than 2 Strengths to leverage
    - ii. No more than 3 Developmental Needs to improve on
  - b. Document the strengths and needs so they
    - i. Show alignment with your role & organizational mission & value
    - ii. Are prioritized from highest to lowest

# **DEVELOP**MAKE CLEAR IN DETAIL

- 1. Using the strengths and needs identified above:
  - a. Create a meaningful **Individual Leadership Action Plan (ILAP)**, with defined strategy, for improvement
  - b. Create goals for measurement @ 3, 6 and 9 months
  - c. Share this plan with Stakeholders from the 360 Survey

# DEMONSTRATE

#### **SHOWING BY ACTION**

- 1. This is the time to execute on the meaningful action plan by:
  - a. Focusing on the strengths and needs you are dedicated to working on
  - b. Building & maintaining the relationships with your stakeholders for ongoing feedback
  - c. Show up for bi-weekly coaching sessions ready to talk about how things are going (open, honest & transparent)





