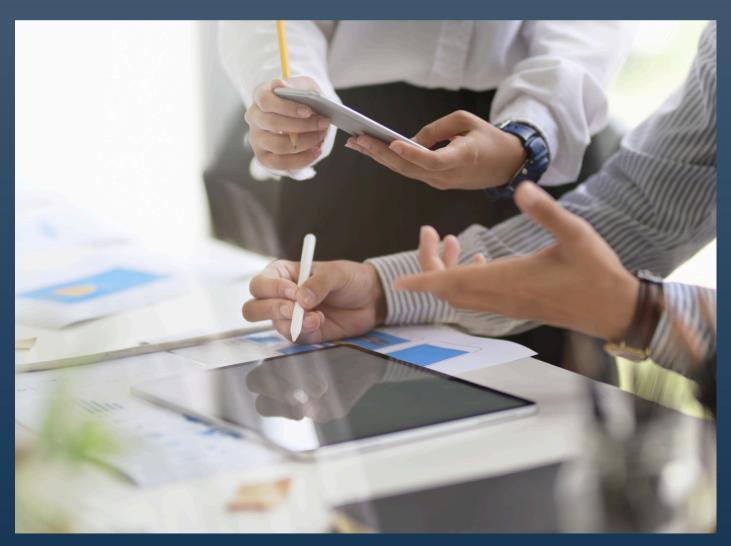
TRANSFORM **LEADERSHIP COACHING** THE 4 D'S



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DISCOVER TO MAKE KNOWN OR VISIBLE

- 1. Awareness of Self by Using:
 - a. PrinciplesYou Assessment®
 - b.IOPT® (Input-Output Processing Template) Optional
 - c. CPI 260® (California Psychological Inventory) Optional
- d.Core Purpose Statement Workbook
- 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.ldentify

- i.2 Strengths to leverage
- ii.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 **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)