

# 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. Identify
    - 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)