

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. 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)



THE NEW PERSONALITY
ASSESSMENT FROM RAY DALIO

