



Accelerating Leadership Potential

Individual and Group Coaching Programmes



PEOPLE POTENTIAL INTERNATIONAL (PPI)

OUR MISSION

To **accelerate** the development of **leadership talent** through **great coaching** and **tailored experiences** to meet current and future needs.

All our programmes are available **online** and **in-person**.



Tailored Learning



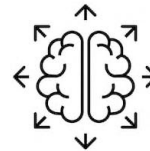
Trusted Partner



Impact Focused



Growth Mindset



Vertical + Horizontal
Leadership Development



Stakeholder
Engagement

- 01 Programmes Overview
- 02 Organisational Benefits
- 03 Programme Approach
- 04 Programme Design
- 05 Delivery Formats



01 | PROGRAMMES OVERVIEW

Leadership Acceleration Programmes



[Creative Leadership Programme](#)



[Leading High Performance Teams](#)



[Executive Presence Programme](#)



[Influencing & Negotiating Programme](#)



[Persuasive Presentations](#)

Leadership Acceleration



03

PROGRAMME APPROACH

Pre & Post Programme Consultation to Ensure Greatest Impact

TAILORED TO YOUR ORGANISATION'S

Strategic Context
Culture & Values
Leadership
Advancement
Framework



Each programme:

- ▶ is a 6 month learning journey from start to finish and is available online and in-person.
- ▶ consists of 5 individual / group coaching sessions typically spread across 3 months.
- ▶ has built-in between session supports, enabling participants to accelerate progress on their individual personal action plans.
- ▶ includes a follow-up meeting 3 months after the final coaching session to support participants' continuous application of learning in the workplace.

04

PROGRAMME DESIGN

Each programme consists of the following:

- 1 Pre-programme assessment*
- 2 Assigned readings*
- 3 Stakeholder feedback
- 4 Tailored vignettes on common workplace scenarios*
- 5 Role-plays practice and review*
- 6 Individual personal action plan aligned to goals.
- 7 Programme slides, tools and frameworks.
- 8 Post-programme assessment*

* can be co-designed with organisation



Three tailored options to choose from



Individual Coaching

- ▶ 6 month programmes
- ▶ 5 x 90min coaching sessions
- ▶ 6 month goal-focused action plan
- ▶ Between session work and support
- ▶ 3 month follow-up review
- ▶ Delivered on-site & on-line



Group Coaching

- ▶ Min 4 – max 12 participants
- ▶ 6 month programmes
- ▶ 5 x 90min group coaching sessions
- ▶ Individual personal action plans
- ▶ Between session work and support
- ▶ 3 month-follow-up review
- ▶ Delivered on-site & on-line
- ▶ Onsite sessions of half-day/full-days



Bespoke Needs

- ▶ Organisational solutions designed to meet unique needs.
- ▶ Ad hoc coaching sessions to meet management requests.

Leadership Acceleration Programme Details





Creative Leadership Programme

Visioning | Strategic Thinking | Leading Change

Supports managers **step-up** into senior leadership roles and shift to leading with a **strategic mindset**.

Benefits

- Tailored programme
- Trusted thought-partner to stretch your thinking
- Tools and frameworks to accelerate your impact
- Strategic guidance, support and feedback
- Six month action plan

Duration

- 5 coaching sessions
- 3 month follow-up
- 6 months start to finish
- Suitable for one-to-one's and groups

VISIONING

- Appreciate the importance of visioning for positioning your strategic acumen.
- Develop a meaningful vision that inspires and communicates your ideas.
- Step-up your leadership impact by confidently packaging and pitching your ideas within the organisation.

STRATEGIC THINKING

- Align and build future-focused strategic networks that stretch your thinking.
- Identify your role's strategic priorities and design your work around them.
- Practice bringing your strategic point of view to the Executive table.

INVENTING & LEADING CHANGE

- Learn to lead and behave as a creative leader.
- Develop a possibilities mindset and can-do attitude within your team.
- Harness your team's creative insights and ideas through creative team-working.

RELATING & PERSUADING

- Lead with a strong position while simultaneously inviting healthy debate.
- Practice anticipating and answering tough questions.
- Become adept at managing and utilising differences.



Benefits

- Tailored programme
- Role-plays and practice on real team scenarios
- Tools and frameworks to accelerate your impact
- Six month action plan

Duration

- 5 coaching sessions
- 3 month follow-up
- 6 months start to finish
- Suitable for one-to-one's and groups

Leading High Performance Teams

Performance | Potential | Higher Human Capabilities

Enables **team leaders** unlock the **human capabilities** for **winning** in today's economy.

UNDERSTANDING THE DYNAMICS OF HUMAN PERFORMANCE

- The gap between performance and potential.
- Blocks to performance and the impact of managers.
- Five keys for accelerating your team's impact.

VISION & GOALS

- Knowing what you stand for and articulating a meaningful shared vision.
- Running team vision meetings that are exciting, engaging and enrolling.
- Setting ambitious team and individual goals.

OWNERSHIP & AWARENESS

- Learn how theft of ownership happens and the damage it causes.
- Understand how coaching develops better performers and learners.
- Practice new ways of staying informed, challenging, giving feedback without damaging ownership, initiative, creativity or passion.

CONFIDENCE & HEALTHY RELATIONSHIPS

- Understand the manager–employee power dynamic and the damaging impact subordinate relationships have on high performance.
- Explore the 10 different types of power to best meet the need.
- Appreciate the role of stress in building peak performance.



Executive Presence Programme

Leadership Presence | Impact | Influencing

Supports managers develop an *impactful executive presence* and *strategic communication style*.

Benefits

- Tailored programme
- Role-plays and practice on real scenarios.
- Tools and frameworks to accelerate your impact.
- Strategic guidance, support and feedback.
- Six month action plan

Duration

- 5 coaching sessions
- 3 month follow-up
- 6 months start to finish
- Suitable for one-to-one's and groups

EXECUTIVE PRESENCE

- Understand how executive presence works.
- Learn to become a more strategic communicator.
- Explore different power markers to influence people in your working day.

CURRENT COMMUNICATION STYLE

- Get feedback on your current default style.
- Identify situations where a more blended style of power and warmth can enable you have a bigger impact across the organisation.
- Examine your underlying beliefs about power, influence and likeability.

BLENDED STYLE

- Practice new behavioural changes in common leadership scenarios.
- Become comfortable in flexing your style to suit the situational need.
- Appreciate how strategic communication is the mark of every effective leader.

INFLUENCING UP

- Become adept at bringing your points of view to the executive table.
- Practice leading with a strong position while inviting healthy debate.
- Become a leader others gravitate towards.



Influencing & Negotiating

Power | Integrity | Mutual Wins

Enables executives develop the competence to **influence stakeholders** over whom they have **no direct control**.

Benefits

- Tailored programme
- Role-plays and practice on common scenarios
- Tools and frameworks to accelerate your impact
- Strategic guidance, support and feedback
- Six month action plan

Duration

- 5 coaching sessions
- 3 month follow-up
- 6 months start to finish
- Suitable for one-to-one's and groups

INFLUENCING & NEGOTIATING

- Explore how traditional negotiating approaches and your beliefs about them can block your performance.
- Learn a new perspective on what it means to successfully negotiate.
- Develop the skills to influence and negotiate with integrity and effectiveness.

POWER

- Explore the 10 different kinds of power.
- Understand how to make your values work for you in all your negotiations.
- Become adept at handling difficult people/negotiations to achieve optimal results.
- Develop the skills to influence people over whom you have no hierarchical power.
- Learn how to effectively manage-up within your organisation.

TRUST

- Learn a process and model to increase your influencing impact.
- Deepen your ability to understand the other person's world.
- Become skilled in building healthy negotiating relationships.
- Practice role-plays based on real work challenges.



Benefits

- Tailored programme
- Trusted thought-partner
- Role-plays and practice
- Tools and frameworks to accelerate your impact
- Six month action plan

Duration

- 5 coaching sessions
- 3 month follow-up
- 6 months start to finish
- Suitable for one-to-one's and groups

Persuasive Presentations

Value Creation | Ideas | Persuasion

Enables managers combine the **right mix of facts and inspiration** to communicate their ideas with **clarity, impact and energy**.

VALUE CREATION

- Learn to clarify your audience's high-priority needs.
- Understand how to present clearly and concisely to Senior Executives.
- Define your ideas, value-add and point of view aligned to strategic needs.

MESSAGE DESIGN

- Build-out your ideas with persuasive data and strategic value-add.
- Define clear outcomes that meet all stakeholders' needs.
- Anticipate opposing perspectives to strengthen your delivery solution.

PRESENTATION BUILD

- Learn to use slides selectively in determining the right presentation length.
- Craft memorable take-away messages and remove unwanted noise.
- Build a story arc with a compelling beginning, middle and powerful end.
- Balance facts with inspiration, building both the business case and future vision.

SIGNATURE DELIVERY

- Leverage your authentic strengths to optimise your stage presence.
- Learn to channel your nervous energy into your performance.
- Align your voice, pace and body-language for maximising engagement.

- | Pricing Guidelines
- | Coaching Lead
- | Trusted By
- | Contact



PRICING GUIDELINES

PROGRAMME OPTIONS	Individual Coaching Price Per Person	Group Coaching Group Size 1-4 Price Per Person	Group Coaching Group Size 5-12 Price Per Person
LEADERSHIP ACCELERATION PROGRAMMES			
Creative Leadership	€2,250	€2,025	€1,800
Leading High Performance Teams	€2,250	€2,025	€1,800
Executive Presence & Personal Impact	€2,250	€2,025	€1,800
Influencing & Negotiating	€2,250	€2,025	€1,800
Persuasive Presentations	€2,250	€2,025	€1,800

* Prices exclude VAT which may apply based on local regulation.

* Prices may vary for bespoke solutions agreed in advance with clients.

CAROLANNE DEVANEY



Founding Partner and Coaching Lead

Carolanne designs tailored coaching programmes that are potential focused, delivering the developmental edge that enables her clients to go faster and further. Her approach is grounded in the principles of *Love + Work* – a human-centric multi-disciplinary approach drawing from the fields of strengths, leadership and high performance at work. Her clients describe her as “having a strategic eye” and being “a savvy advisor with the ability to grasp nuanced context and deliver fine-tuned support”.

- Founding Partner, Director and Coaching Lead at People Potential International.
- Results focused Executive and Leadership Coach with over twenty years business and executive development experience (Glanbia plc, Irish Management Institute, Maybe International).
- Specialist in strategic leadership, talent and career acceleration programmes.
- Works with leaders and teams at all levels from young high-potentials to senior leaders and C-Suite.
- Masters Degree in International and Strategic Marketing, Dublin City University, first class honours.
- Accredited Coach (Institute of Leadership and Management UK / ICF) and training facilitator (National University of Ireland Maynooth) since 2007.
- Certified Enneagram Practitioner, Palmer/Daniels Narrative Tradition and the Enneagram in Business.
- Practice member of the Institute of Coaching McLean, Affiliate of Harvard Medical School and a designated Love + Work Leader.



Institute of Coaching

McLean, Affiliate of
Harvard Medical School



TRUSTED BY



BNP PARIBAS



People Potential International

Ireland

Kells Road
Kilkenny
Co Kilkenny

Spain

Calle Sorolla 57, B-D
28222 Majadahonda
Madrid

Contact Carolanne

e: carolanne@peoplepotential.es

m: 087 7777283

www.peoplepotential.es