

Scope of Services

OUR PURPOSE:

At Cressy Leadership we help small to mid-sized business leaders create healthier and more successful organizations.

HOW WE WORK:

* We meet with top-level leaders, ensuring support and commitment to leadership development
* We determine the ideal leadership development program to address client needs: The Leadership Academy, group training, or individual coaching
* We create individual, team, and organizational transformation through 6-12 month coaching and training engagements

WHAT WE DO:

*INDIVIDUAL COACHING:*

Coachingis a collaborative, transformative, and trusting relationship between a client and a coach. The coaching process supports clients in developing self-awareness and building valuable leadership skills to fulfill their goals and the organization’s goals for their development.

**Traditional Leadership Coaching Program:**

The Traditional coaching program typically lasts 6-9 months and includes 12, one-hour coaching sessions and 3 supervisor meetings. The program uses the DiSC Workplace Profile and other relevant assessments to facilitate positive shifts for the client. The supervisor coaching meetings support the client by clarifying goals, building trust, and ensuring the desired outcomes of coaching are being met. Coaching occurs primarily in person and when needed, virtually.

**This program is ideal for:**

* Leaders at various levels within an organization
* Leaders actively seeking an opportunity for growth
* High-potential leaders or leaders stepping into new roles
* Leaders struggling with challenges

**Deep Dive Executive Leadership Coaching Program:**

The Deep Dive coaching program is an immersive, 12-18 month leadership development program that creates life-changing transformation for top-level leaders. Through 45 hours of individual coaching, the program facilitates deep self-work through monthly coaching sessions and coaching retreats (typically lasting 3-4 hours). The program includes personalized assessments such as the DiSC Workplace Profile and the CliftonStrengths Profile. Additional support may include meetings with the client’s direct supervisor or chosen mentor and facilitated conversations with direct reports.

**This program is ideal for:**

* C-suite or emerging C-suite leaders
* Leaders wanting to be more effective and impactful
* Leaders wanting more fulfillment in their role
* Leaders at a crossroads, wanting to clarify next steps for themselves or their organization
* Leaders wanting to create positive culture change within their organization

**Assessment-Specific Coaching Sessions:**

For individuals interested in expanding their self-awareness and experimenting with the coaching process, a DiSC Workplace Profile coaching session (90 minutes) or a CliftonStrengths Profile coaching session (2.5 hours) is an ideal fit. Participants will complete their chosen assessment and meet with a coach to understand their results and effectively apply their learning.

*GROUP TRAINING:*

Once we’ve coached with an organizational leader, training is an ideal way to bring learning and development to their direct reports. In a series of 6-10 sessions, usually monthly and lasting 90 minutes, training focuses on a variety of leadership development topics. Example topics include:

* Authentic Leadership
* Healthy Conflict Resolution
* Building Effective & Cohesive Teams
* Strategic Leadership
* Building Trust
* Increasing Accountability
* The DiSC Workplace Profile
* Giving Feedback Effectively
* Strengths-Based Leadership
* Emotional Intelligence

**This program is ideal for:**

* Teams, or a group of individual leaders within an organization, wanting to develop leadership skills
* Teams wanting to experience more cohesion and trust
* Teams wanting to achieve better alignment and greater outcomes

*GROUP LEADERSHIP ACADEMY:*

A transformative, year-long leadership development program for top-level leadership teams and middle management groups. The integration of individual coaching, personalized assessments, and group training creates powerful shifts in individual, departmental, and organizational leadership.

**Program Structure:**

Monthly, 1-hour coaching sessions and 2-hour group training sessions create impactful outcomes. Individual coaching focuses on goals relevant to each participant, and group training meets the unique needs of each Leadership Academy cohort, see “Group Training” above for sample topics. The Academy includes coaching meetings with each participant’s direct supervisor. These meetings build trust and ensure that individual and organizational goals are aligned.

**This program is ideal for:**

* Top-level leadership teams
* Teams needing more cohesion, trust, alignment, and clarity
* Teams seeking development for themselvesand their organization
* Teams wanting to positively impact those they lead and create culture change

WHO WE ARE:

**Erin Cressy, Ph.D.**

Erin’s *Why* is to connect people, knowledge, and ideas to create life-changing transformation. She is a life-long learner who is a trained coach through the Co-Active Training Institute, a certified CliftonStrengths coach, and holds an M.A. and Ph.D. in Social Psychology from Miami University.

**Mickey Hay, Ph.D.**

Mickey’s *Why* is to support clients in achieving their potential as human beings and leaders. She earned her M.S.Ed. in Counseling from Indiana University and her Ph.D. in Leadership from Andrews University. She is a trained coach through the Co-Active Training Institute and an Enhanced Skills Practitioner of Conversational Intelligence®.

OUR CORE VALUES:

Collaboration—We work together, leveraging our individual strengths, to create impactful outcomes for our clients

Continuous Learning—We continuously curate the most relevant and up-to-date training and coaching content

Envision What’s Possible—We look beyond the status quo and see what’s possible for our clients

Abundance—We know we are abundant with amazing clients, fulfilling work, and meaningful opportunities

Zone of Genius—We understand our strengths and apply them thoughtfully to do the work we do best