
THE LEADERSHIP EFFECTIVENESS WORKSHOP

The Prosperity Trait®: Building High-Impact Leaders Who Coach, Manage, and Deliver Results

Powered by the Prosperity Trait Index® (PTi)

High-impact leadership is never accidental. It's built on the ability to coach for growth and manage for consistent performance — both grounded in a deep understanding of human behavior. The Leadership Effectiveness Workshop combines two focused half-day programs: **Coaching Effectiveness and Managing Effectiveness**. Together, they give leaders the systems, standards, and PTi-based insight to develop talent, reduce performance variability, and drive measurable business outcomes.

Using the Prosperity Trait Index® (PTi), leaders learn to personalize coaching and management strategies by targeting individual Driving Forces and addressing Points of Friction. This transforms leadership from reactive problem-solving to proactive performance development — ensuring that high standards are consistently met, even under pressure.

Who Should Attend?

- Executives and senior leaders driving team and organizational performance
- HR, L&D, and operational leaders building coaching and management capability
- Managers seeking to move from ad-hoc leadership to structured, repeatable systems
- Organizations aiming to improve ROI on talent through behavioral consistency

What Participants Receive

1. **Personalized PTi Report** — Individual leadership profile with coaching and management insights
2. **Leadership Effectiveness Toolkit** — Frameworks and exercises for both coaching and management
3. **Custom Action Plans** — Targeted strategies to improve team consistency and results
4. **Case-Based Application** — Practice scenarios applying PTi insights to real leadership challenges

What You'll Gain

- A measurable framework for building trust, clarity, and behavioral consistency in teams
- Tools to coach with precision, manage with structure, and lead with integrity
- Systems that make performance predictable, repeatable, and scalable
- The ability to convert strategic intent into daily execution across multiple business outcomes

Industry Applications

- **Professional Services & Consulting** — Developing client-facing leaders who deliver reliably
- **Technology & SaaS** — Scaling leadership capacity during rapid growth
- **Healthcare & Life Sciences** — Managing performance in high-stakes environments
- **Finance & Insurance** — Strengthening leadership impact under regulatory demands
- **Manufacturing & Logistics** — Coaching and managing for operational consistency

Format & Delivery Options

1. **In-Person & Virtual Workshops** — Delivered as two half-day programs or a single full-day intensive
2. **Executive Coaching Add-On** — Ongoing application of PTi insights to leadership priorities

Workshop Modules

Half-Day 1: Coaching Effectiveness

Module 1 – Foundations of Strategic, High-Impact Coaching — Use PTi data to coach intentionally — targeting behaviors, beliefs, and choices that drive growth.

Module 2 – Coaching Requisites — Build trust, clarity, and purpose using PTi insights to align coaching with each person's Drivers and Points of Friction.

Module 3 – Standards of Behavior — Set and reinforce behavioral standards that convert expectations into daily habits.

Module 4 – Coaching Systems — Install repeatable coaching processes — including the Laws of Learning, the Mirror Technique, and systematic tracking.

Half-Day 2: Managing Effectiveness

Module 1 – Motivation and Human Needs — Decode what drives effort, avoid projection bias, and align management strategies with intrinsic needs.

Module 2 – Leading Through Change — Address resistance at its source by making beliefs visible, reframing confusion, and reinforcing new behaviors.

Module 3 – Earning Alignment — Replace compliance with lasting commitment through clarity, participation, and shared ownership.

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