



MPACT LEADERSHIP

MAXIMIZING POTENTIAL THROUGH
AWARENESS AND COMMUNICATION TOOLS

2025 SERVICE DESCRIPTIONS

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PROFESSIONAL LEARNING

Our Professional Learning Sessions offer targeted leadership training for key organizational leaders, focusing on skills often overlooked in standard development programs. Tailored to the specific needs of leadership teams, these sessions cover critical topics like strategic leadership, team dynamics, and communication. Through practical exercises and expert insights, participants gain actionable strategies to enhance their leadership, foster collaboration, and drive organizational and personal success.

BUILDING BETTER TEAMS

Unlock the potential of your team with strategies that foster collaboration, trust, and shared purpose. This series explores essential tools for enhancing team dynamics, improving communication, and resolving conflicts effectively. Participants will learn how to identify individual and group strengths, align on goals, and create a culture where everyone thrives. Whether you're leading a new team or seeking to rejuvenate an existing one, this series will empower you to build a high-performing and cohesive group.

GROWING LEADERS

Empower the next generation of leaders with actionable insights and tools to inspire, influence, and drive meaningful change. This series focuses on cultivating leadership skills, such as decision-making, emotional intelligence, and strategic thinking. Participants will explore how to lead with authenticity, motivate others, and navigate challenges in diverse environments. Perfect for emerging leaders and seasoned professionals looking to refine their approach, this series helps individuals maximize their leadership potential.



CREATING AWARENESS USING THE ENNEAGRAM

Harness the power of the Enneagram to unlock personal and professional growth. This series dives deep into the nine Enneagram types, offering participants a framework to understand their own tendencies, motivations, and blind spots. Learn how to leverage this tool to foster empathy, improve relationships, and enhance communication within teams. Whether you're a beginner or seasoned practitioner, this series equips you with practical applications of the Enneagram to create greater self-awareness and stronger connections.

COACHING & MEDIATION

Through personalized coaching, we help individuals and teams achieve goals, develop skills, and address challenges. Our mediation services offer a neutral platform to resolve conflicts and improve relationships. Together, these services foster personal growth, leadership, and conflict resolution, creating a more harmonious and productive work environment.

Communication Coaching

Our Communication Coaching service is specifically designed for leaders who want to enhance their influence and effectiveness within their organizations. Through personalized sessions, leaders will develop advanced communication skills that foster clarity, inspire collaboration, and drive engagement among teams. This coaching focuses on refining messaging, improving active listening, and mastering non-verbal cues, ensuring that leaders can convey their vision and values with impact. By equipping leaders with the tools to navigate complex conversations and build stronger relationships, this service empowers them to lead with confidence and authenticity in any situation.

Executive Coaching

Our Executive Coaching service is designed to empower senior leaders and executives to achieve their full potential. We provide personalized coaching to enhance leadership skills, strategic thinking, and performance. Our goal is to support executives in navigating complex challenges, driving organizational success, and fostering a culture of excellence.

Mediation

Our Mediation service offers a structured and confidential approach to resolving conflicts and disputes within organizations. By facilitating open and constructive dialogue between parties, a mediator can help uncover underlying issues, promote mutual understanding, and negotiate mutually agreeable solutions. This process not only helps to preserve professional relationships but also minimizes the disruption and costs associated with prolonged conflicts. Our goal is to achieve fair and sustainable outcomes that foster a harmonious and productive work environment.

Pro-Active Conflict Coaching

Our Pro-Active Conflict Coaching service is tailored for top leaders who aim to manage and mitigate conflicts before they escalate. This specialized coaching equips leaders with essential skills to recognize early signs of conflict and implement effective resolution strategies. Through personalized sessions, leaders will learn to enhance their emotional intelligence, improve communication, and foster a culture of open dialogue within their teams. By proactively addressing potential issues, leaders can cultivate a more collaborative work environment, strengthen relationships, and maintain high levels of engagement and productivity, ultimately driving organizational success.

Team Coaching

Our Team Coaching service is designed to elevate the performance and cohesion of teams by fostering collaboration, enhancing communication, and aligning goals. Through tailored coaching sessions, we work closely with teams to identify strengths, address challenges, and develop strategies for improved synergy and productivity. By focusing on both individual and collective growth, we help teams build trust, resolve conflicts effectively, and achieve their highest potential, driving organizational success and fostering a positive work environment.

Thought Partner

Thought partner support provides top leaders with a dedicated space to collaboratively navigate complex challenges and strategic decisions. This one-on-one engagement with an experienced facilitator fosters open dialogue, critical analysis, and innovative problem-solving, allowing leaders to think through pressing issues with clarity and confidence. Utilizing structured frameworks and reflective listening, this service helps clarify goals, align priorities, and develop actionable strategies, ensuring leaders can tackle their most significant challenges while enhancing their decision-making capabilities.

ORGANIZATIONAL EFFECTIVENESS

Our Organizational Effectiveness services are designed to enhance your organization's efficiency, culture, and overall impact. Through comprehensive assessments, such as Organizational Effectiveness Reviews and 360 Feedback Interviews, we provide tailored insights to optimize operations and foster high-performance leadership. Our offerings include tools like Hiring Profiles to identify top talent, Organizational DNA assessments to uncover your unique strengths, and evaluations of culture and history to align values with strategic goals. With a focus on insight, reflection, and actionable recommendations, we empower organizations to drive meaningful, sustainable growth.

360 Degree Feedback Interviews and Debriefing

A comprehensive approach to personal and professional development. Through confidential interviews with key stakeholders, we provide leaders with well-rounded feedback on their performance, leadership style, and interpersonal effectiveness. Paired with a guided debriefing session, this service fosters self-awareness, supports targeted growth, and helps align leadership behaviors with organizational goals.

Assessing Organizational DNA

Decode your organization's unique identity to unlock its full potential. By examining the underlying values, norms, and behaviors that shape your organization, we identify what makes it thrive and where there's room to grow. This service provides actionable insights to align your operational DNA with your strategic vision.

Evaluating Organizational Culture

Dive deep into the heart of your organization's culture. Through surveys, focus groups, and analysis of internal practices, we assess the values, attitudes, and behaviors that drive your workplace environment. We help you uncover areas to strengthen employee engagement, enhance inclusivity, and build a culture aligned with your mission.

Hiring Profiles

Elevate your hiring process with customized profiles designed to identify top talent. We develop clear, actionable profiles of desired characteristics tailored to specific roles, ensuring alignment with organizational goals and culture. This service provides tools to assess candidates objectively, improving selection outcomes and reducing turnover.

Insight & Self-Reflective Leadership Evaluation and Support

Uncover the motivations driving your leadership style. This service combines assessment tools and reflective practices to help leaders gain insight into their values, decision-making tendencies, and behavioral patterns. With personalized guidance, we empower leaders to refine their approach, build resilience, and enhance their impact on teams and organizations.

Leveraging Organizational History

Transform your organization's history into a strategic asset. By exploring your past achievements, milestones, and cultural legacy, we identify lessons and narratives that can inform decision-making, strengthen identity, and inspire your team. This service leverages your history to build a cohesive vision for the future, honoring your roots while driving progress.

Organizational Effectiveness Review

A holistic assessment designed to elevate your organization's efficiency and impact. Utilizing a combination of surveys, interviews, on-site observations, and policy reviews, we analyze core areas such as strategic priorities, communication, culture, structure, and process efficiency. We deliver a detailed report highlighting strengths and opportunities for improvement, along with tailored recommendations to streamline operations, nurture a high-performance culture, and achieve your organization's strategic objectives.