

Live-Online: *The Extraordinary Leader*™

360 Assessment Certification

The virtual *Extraordinary Leader* 360-degree Assessment Certification is delivered in **two 3-hour live online sessions** and provides experienced coaches with the process, tools, and framework to leverage *The Extraordinary Leader* 360-degree Assessment and Development Guide with those they coach.

Certification candidates must attend both sessions.

**Prerequisite: Participation in The Extraordinary Leader 360 Assessment and 2 one-on-one coaching conversations with Zenger Folkman Master Coach. As a participant in these two 60-minute debrief sessions with a Master Coach, you will experience the same debrief process you will provide to those you will be coaching. (These are included in the certification fee.)*

The Extraordinary Leader™ 360 Assessment Certification

The Extraordinary Leader 360 Assessment Certification (ELAC) utilizes a proven process to prepare participants to have one-on-one coaching conversations that will help leaders:

- Understand the strengths-based approach to leadership development
- Interpret their individual 360 feedback reports
- Build effective and actionable strengths-based development plans

Key Learnings

- Key *Extraordinary Leader* Coaching Concepts
- Guidelines and tips for interpreting *The Extraordinary Leader* feedback reports
- A process and tools for conducting impactful coaching conversation
- A coaching conversation simulation that provides opportunities to practice and receive and feedback
- The opportunity to explore coaching questions, issues, and implementation options

Participants learn to analyze, interpret, and prioritize feedback from diverse feedback reports, and help those they are coaching build powerful development plans. Participants also learn how to utilize Zenger Folkman's unique approach to building on strengths called non-linear development, helping leaders to "cross-train" by working with companion behaviors.

The certification process primarily focuses on how to use *The Extraordinary Leader* 360-degree Assessment when coaching and helping others build a leadership development plan. Participants work through case studies reflecting diverse types of participant 360 feedback, and techniques for coaching and providing feedback during the leadership development planning process. Participants are introduced the TrueScore Coaches' Portal and available support tools.

Fee: \$3500

Includes *The Extraordinary Leader* 360 Assessment, two 60-minute one-on-one coaching conversations with Zenger Folkman Master Coach, and all materials.