

The Extraordinary LeaderTM

360 Assessment Certification

An intensive learning experience providing skilled facilitators with the knowledge and tools to effectively coach leaders using the assessment.

The Extraordinary Leader 360 Assessment Certification prepares participants to have coaching conversations that will help leaders:

- Interpret 360 feedback reports
 - Understand the strengths-based approach to leadership development
 - Build effective development plans
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Overview

Participants are presented with:

- Key coaching concepts
- Guidelines and best practices for interpreting *The Extraordinary Leader* Assessment Report
- A process for conducting coaching conversations
- A coaching conversation simulation where it all comes together
- Frequently asked coaching questions, issues, and options

Qualifications

Candidates must:

- Be experienced, existing coaches
- Work in human resources or learning and development functions, or have the responsibility for coaching and developing others (e.g., line managers)



Certification Process

1. Attend *The Extraordinary Leader Workshop*

The coach is required to complete the 360-degree assessment process and attend the development experience.

2. Attend *The Extraordinary Leader 360 Assessment Certification Workshop*

Candidates will deepen their understanding of Zenger Folkman's strengths-based approach to developing extraordinary leaders and learn to interpret diverse 360-degree feedback reports.

Become certified and join a community of Zenger Folkman trainers and Master Trainers to support ongoing development.

Deliverables

As a participant, you will receive the complete *Extraordinary Leader 360 Assessment Certification Kit*

Formats Available

- In-person certification experience
- Live online certification experience

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 Strengths Builder development guide to help leaders "cross-train" by strengthening 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.