

COACHING FOR BREAKTHROUGH



You already possess the capacity to create breakthroughs – for yourself and for your organization.

Leapfrog Executive Leadership Coaching helps you fully leverage your existing strengths and wisdom, add new skills and practices, and bring distinct clarity to fuel your growth to achieve – or even surpass – your goals.

Have you:

- Been promoted with a significant increase in leadership responsibility or taken on a stretch assignment?
- Realized you need to move from managing to leading – to effectively build the capacity of your people to achieve breakthroughs?
- Accomplished what you set out to achieve and are eager to discover what's next?

Are you:

- At a plateau in your current role and just going through the motions?
- Restless and looking to reignite your passion for work?
- Ready to accelerate your professional trajectory?

You may have recently arrived at a moment of truth in your career, or perhaps you seek new clarity and capability to break through to your next level of achievement.

We work with leaders who reach a significant career transition point and are ready to realize even greater success and fulfillment.

You can move forward. Powerfully. Effectively. Energized. Fulfilled.

WHAT IS COACHING FOR BREAKTHROUGH?

Our customized approach to leadership coaching meets you where you are right now – with your individual needs, strengths, goals – and helps propel you forward. Through the Wisdom Leading™ coaching process, you'll:

- Learn to better leverage your strengths, talents, skills, wisdom
- Clarify your values and learn to apply them to crucial decisions and actions
- Change behaviors and limiting beliefs
- Identify and break through obstacles and blind spots that hold you back
- Learn new skills and embrace best practices
- Set in motion an action plan that drives results

Brief Case: Enabling Others to Break Through

Challenge: Operations expert at global pharmaceutical company, Tim successfully manages highly complex programs. Promotion requires Tim to build and lead mission critical organization through fast-growth phase. Developing leadership skillset is imperative to drive success and foster new capabilities or risk alienating – or losing – key people from senior executive team.

Process: Tim engages Leapfrog's Dick Eaton to facilitate professional growth. Coaching for Breakthrough launches with interviews with Tim's manager, peers, and direct reports, Wisdom Leading™ 360 feedback survey, intensive one-to-one retreat, and ongoing coaching. Deep dive confirms Tim's leadership capabilities in communicating, delegating, visioning, and enabling were lacking – and his eagerness to develop.

Results: With customized, development plan activated, Tim shifted focus from doing to enabling others, allowing senior team to grow, capitalize on inherent strengths and talents, take on more responsibility, and contribute powerfully to company success. Tim built a strong leadership team and connected his organization's goals to company strategy and vision, propelling the organization to achieve dramatic results.

"Dick has been invaluable to me as a coach and mentor for several years. Our CEO says 'we have one mouth and two ears for a reason. Listening is crucial to effective leadership.' Dick listens so deeply – and then asks such insightful questions – sometimes I think he has three ears!"

—Director, Leadership & Organizational Development
A Global Consumer Products Company

OUR PEOPLE & PROCESS: WHY IT WORKS

Our coaches are your partners who both challenge and cheerlead. We assist you in breaking old patterns, and provide new resources and best practices that you'll use to hone new skills as you meet challenges head on. Through our supportive approach, you'll get clear on your values and essence (who you are when you're at your best) so you learn to lead and live, make decisions, and guide actions rooted in what's most important to you. And we stand by your side as you stretch, try out new approaches, and stay on course to achieve the results you set for yourself.

MEET OUR LEADER

Leapfrog's Chief Energizing Officer & Executive Leadership Coach: Dick Eaton

Dick engages with successful people who want to take their work and their lives to new levels of achievement and fulfillment.



Equipped with rich coaching experience and professional certifications, he is a thoughtful, masterful guide. Clients acknowledge Dick for his authentic, skillful approach to listening and planning, challenging them forward from where they are to where they want to go.

Dick's accomplishments as a corporate leader, developer of high-performance teams and leaders, and entrepreneur at national and global levels inform his coaching engagements with successful people who seek an edge.

Learn more about [Dick's background and approach](#) and [dive into a few client testimonials](#) and coaching success stories to see how far people go.

WHAT DOES A COACHING ENGAGEMENT ENTAIL?

Each engagement is customized to suit individual needs, challenges, and goals, typically spans seven months, and includes:

Assessment: A deep dive into your work, approach, style, and preferences leads us to a current snapshot of your leadership profile and brand.

Retreat: The one-to-one Wisdom Leading™ “Intensive” lays the foundation for ongoing coaching that fuels powerful insights and growth, developmental plans, goal achievement, and professional fulfillment.

Weekly/Bi-weekly Sessions: Our discussions focus on two core elements: individual development plans and real-time issues. Together, we'll create and set plans into motion, turning live challenges into opportunities that spark learning and progress. Examples of challenges include: conducting difficult conversations, clarifying roles and expectations, leading teams, communicating with impact, meeting goals, and managing stakeholder networks.

Laser Sessions: Quick-hit discussions centered on time-sensitive and often high-stakes problem solving that can take place 24/7 in person or by phone.

Mid-point Assessments: Natural check-ins allow us to assess progress and recalibrate goals and developmental plans.

Next Steps: At seven months, we'll review progress and achievements, and craft your clarified path forward. When the need and desire exists, clients continue with coaching to support ongoing development and further achievement.

Brief Case: Breaking Through the Career Plateau

Challenge: Successful C-suite executive Jonathan hits career plateau at publicly-traded healthcare company. CEO pressures him to contribute and lead beyond functional zone of expertise. Contract and M&A negotiations no longer hold interest. Restlessness and sense of going through the motions increases. Career shift – within or outside his company – is imminent.

Process: Dick Eaton engaged to facilitate increased business impact and development of enterprise-wide leadership capabilities. Wisdom Leading™ coaching process reveals resistance to changing behavior to suit CEO and deep longing to do work aligned with Jonathan's core values, passions, talents, and skills. Over time, leads to severance package and long dreamed-of sabbatical. One-on-one Wisdom Leading™ Intensive, psychometric assessments, and ongoing video coaching during the sabbatical guides Jonathan to envision next chapter.

Results: Energized by sabbatical and clarity gained through coaching, Jonathan created a career he'd only dreamt of – one on his terms, his time, and centered on what he holds most valuable. Career move has two prongs: first, with therapist wife, is business combining their mutual passion for immersive travel experiences with couples counseling; second is a successful independent law practice focused on the parameters, clients, and projects most connected to his work- and life-style vision.

“Dick Eaton helped me find my authentic voice and develop the wisdom and confidence to lead with this voice. I believe that Dick helped to make me a better leader. I know that he helped to make me a better man.”

—Steve Gross
Life is good Kids Foundation