



Alpine Link Leadership Development and Coaching

With all the books, seminars, executive coaches, and HR managers focused on leadership, you might think great leadership is the norm in our society. Yet studies and polls reveal that the quality of leadership continues to fall. Citizen polls find that over two-thirds of the public lacks confidence in government leaders. Employee surveys find that two-thirds of employees consider their bosses to be below average. Studies on the leadership that children receive from their parents and teachers are not much better.

After adjusting for economic conditions, company financial results reveal a historically low return on assets and investment. Executive and employee turnover is at an all-time high. Organizational longevity is now measured in years rather than decades. Employees are less engaged. Morale is down. Stress is up. By most all measures, leadership is getting worse, not better.

Managers often possess the domain expertise required to execute the technical requirements of their role but lack the softer skills needed to be effective leaders. As a result they lack the competencies that most contribute to increasing their organization's performance. They lack the ability to effectively motivate, exhort, coach, enable, assimilate, and manage their employees.

The most successful organizations are those that have leaders at all levels who possess five qualities. They have leaders who 1) lead themselves and set the example, 2) communicate effectively and inspire performance, 3) develop and enable others, 4) foster teamwork and collaboration, and 5) execute with excellence and deliver exceptional results.

Alpine Link's leadership development services focus on building these five qualities through the *SCOPE of Leadership™* competency model. The *SCOPE of Leadership* contains 38 core competencies in these five levels that are consistently found in great leaders. These competencies emphasize a coaching approach to leadership which is the approach most desired by employees and top performing employees in particular. These are competencies practiced by successful leaders around the globe in all industries, in all roles, and at all levels.

Another feature of Alpine Link's services is an emphasis on behavioral change. Professionals read books, attend training programs, and hire coaches to improve their skills, but often fall back into old habits. Without understanding the enablers to behavioral change and confronting the obstacles that prevent people from



The SCOPE of Leadership™ Pyramid

making sustainable changes, improvements in performance don't last. Alpine Link ensures lasting change is made by employing the *Activating Your Ambition™* systematic approach to self-development. *Activating Your Ambition* utilizes eight principles which collectively enable people to confidently pursue and achieve their goals. They are principles that increase learning retention and move self-improvement ambitions to self-improvement achievements.

Alpine Link's leadership development and coaching services are provided on an individual or team basis. Coaching services are offered in six or twelve month intervals. They include formulating high-impact coaching objectives, conducting assessments, interpreting results, meeting monthly or bi-monthly, shadowing, completing special assignments, and monitoring progress.

Alpine Link's leadership workshops on improving team collaboration, coaching leaders to lead as coaches, and other *SCOPE of Leadership* competencies are offered as half-day and full-day programs. Boot camps covering all 38 competencies are offered in an intense one-week format or in two sessions of 3.5 days each. The *SCOPE of Leadership 360* and other assessments are also available as standalone offerings.

Alpine Link's leadership development services include:

- The *SCOPE of Leadership™* Workshops and Boot Camps**
- The *SCOPE of Leadership™* Executive and Team Coaching**
- Activating Your Ambition™* Workshops and Individual Coaching**

For more information on Alpine Link's workshops, coaching, assessments, or other professional services, contact Alpine Link at info@alpinelink.com.

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