

**CATALOG OF
LEARNING,
COACHING &
LEADERSHIP
EXPERIENCES**



**DEVELOPING
LEADERS TO
DRIVE STRATEGY
AND GROWTH**

**CELEBRATING 10 YEARS
COACHING &
DEVELOPING LEADERS**

www.progressionpartners.net

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SECTION 1

MESSAGE FROM OUR PRESIDENT

BOBBIE SHREINER, PRESIDENT & CO-FOUNDER

Progression Partners, LLC believes every leader can be successful given the right tools, development, and resources. We develop leaders using our learning philosophy and formula: transparency + awareness = leadership development that results in business impact. Our approach proves everyone can learn and grow into their fullest potential!

With over a decade of experience in management consulting, our success is based on proven methodology using the Cornerstones of Leadership™, our proprietary leadership and talent development model. Our model focuses on four key areas we apply when coaching your highly valued leaders whom you want to retain and grow.

Strategy | Implementation & Change Management | Talent Management | Human Capital

The Cornerstones of Leadership™ cultivates leaders to be more effective, efficient, and accountable in their business performance. By simply helping leaders focus on these four key areas, we partner with leaders to envision and create their future, and more importantly, realize their success.

Our talented team of executive coaches and master facilitators partners with you to develop customized talent solutions tailored to your organizational objectives. Our bespoke, data-driven leadership development curriculum is designed to achieve desired outcomes for the individual and creates business impact for the organization.

Let's work together to create your strategic learning and success pathway today.



"By cultivating your leader's development, results are visible within the first 24 hours of their experience with Progression Partners."

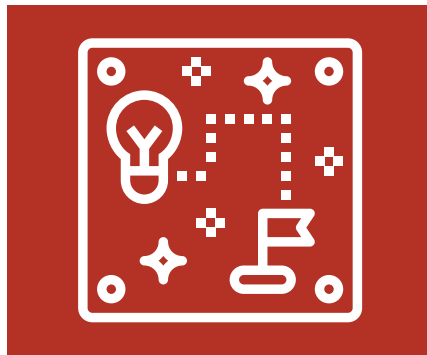
Bobbie

OUR CAPABILITIES



Talent Development & Coaching

Progression Partners' formula for developing leaders is creating customized, data-driven leadership development curricula for three key leadership levels: emerging leaders, high-potential talent, and senior leaders on the executive path. By creating a clear vision of a career path, leaders engage in their development. Aligning development to business outcomes creates flawless execution, and leaders feel success through their growth and development.



Strategy & Performance

We will help translate your organization's strategic vision into business impact and outcomes. Through development, leaders learn to drive the strategy by simply creating a plan to execute while creating "buy-in" with key stakeholders and sponsors. Research shows that fifty-percent of implementations fail. By launching initiatives with clarity and transparent communication increases the success of reaching outcomes and a culture adaptable to change.



Strategic Partnership Consultation

When it's time for a new partner, we will manage the sourcing, selection, and implementation process to give you peace of mind and ensure your return on investment.



A DISTINCTLY DIFFERENT APPROACH

Progression Partners, LLC has a full range of services, curriculum offerings, and programs to support the success of leaders using the Cornerstones of Leadership™. This proprietary model builds a strong and resilient organizational foundation based on strategy, change and implementation, talent management, and human capital.

We are purposeful in design and engage leaders in their development path with highly customized plans to address business needs and enhance individual performance. Whether in teams, cohort groups, or with individual learners, we intentionally start with the individual and create the toolkits needed for application to their work, team, or organizational goals.

Progression Partners, LLC provides tools for life-long learning and career development along a continuum to create organizational and career success.

Progression Partners, LLC is a certified Women Business Enterprise (WBE) focused on elevating business performance through custom leadership development. We are based in Indianapolis, IN with service hubs or consultants in Danbury CT, Denver CO, Portland OR, San Diego CA, Traverse City MI, and Washington, DC Metro.

OUR TEAM



SENIOR LEADERSHIP TEAM



BOBBIE SHREINER

President & Co-Founder



GRETCHEN HARFST

VP of Strategic
Partnerships



GAYLEN SMITH-OSBORN

VP of Talent Management
& Executive Coach



KAREN BURDICK

Director of Operations,
Senior Partner & Executive
Coach



CONNIE SCHUBERT

CFO & Senior Partner

EXECUTIVE COACHING TEAM



JODY FOSNOUGH

Sr. Business Partner &
Executive Coach



TRICIA FOX

Sr. Business Partner &
Executive Coach



MITCHELL JACOVER

Sr. Business Partner &
Executive Coach



MARY KLEIN

Sr. Business Partner &
Executive Coach



ANGELA SPEARS

Sr. Business Partner, Career
Development Coach &
Practice Lead



KRISTEN STOCKTON

Sr. HR Talent Acquisition
Strategist & Executive
Coach



SECTION 2



**Presenting Our New
Masterclass Series:**



**THE
LEARNING
CONTINUUM**

ELEVATING THE LEARNING EXPERIENCE



THE ART & SCIENCE OF INFLUENCE

KRISTEN STOCKTON, SENIOR HR TALENT ACQUISITION STRATEGIST & EXECUTIVE COACH

The most successful leaders influence others to embrace and implement their ideas.

Leadership is about influence. In fact, It's the number one criteria CEOs use in talent review discussions. Mastering the art and science of influence will differentiate you and lead to career advancement. Leading with influence is a purposeful and intentional process that builds relationships and gets results.

This matters because influence solves problems leaders face.

Imagine two teams, both with highly-skilled, hardworking, and committed people. However, only the first team is viewed as a strategic business partner, while the other team doesn't get the respect it deserves. The difference is a simple concept.

The more successful team has learned the proven principles and skills of influence.

As a result, each team member understands how to influence internal customers to accept their ideas, get on the same page, thereby making the customers their greatest fans.

LEARNING OUTCOMES

- Define influence and application to your business
- Understand potential benefits and results from effective influence conversations
- Learn the principles of influence, how and when it happens most effectively
- Assess your current influencing method and discover opportunities for change
- Review examples of “high-stakes” conversations and how to apply the right approach
- Learn three of seven different influencing approaches, when to apply them, and why they work
- Learn a model for getting better results out of your one-to-one high-stakes conversations.

WHO SHOULD ATTEND?

Director and up who has team management and department oversight responsibilities

LOGISTICS

Launching in Spring 2021

DELIVERY METHOD

Virtual



WE SPECIALIZE IN HELPING LEADERS, MANAGERS, AND UP-AND-COMING TALENT BE MORE INFLUENTIAL. WE BRING YOU A SEVEN-STEP PROCESS THAT HELPS YOU GO FROM GOAL TO RESULT AND POSITION YOURSELF IN THE MOST POWERFUL AND EFFECTIVE WAY.





NAVIGATING A CAREER CHANGE

ANGELA SPEARS, SENIOR BUSINESS PARTNER,
EXECUTIVE COACH & CAREER DEVELOPMENT
PRACTICE LEAD

Own your career and navigate toward your success.

Have you ever thought about making a career change and were unsure of the right steps to take? Maybe you know what you want in your career, but opportunities do not show up in the timing expected, and you know it's time for a change.

Are you looking for a more meaningful and fulfilling career path?

Navigating a Career Change is a program designed for a small group of individuals looking to develop a strategy to change their career, whether it be a change in role, companies, or even industry, to take their career to the next level.

This will be a very interactive program where participants will explore key topics such as branding and resume best practices, knowing when to make a career change, and strategies to support your career success.

LEARNING OUTCOMES

- Assess your readiness to make a career change
- Develop a career framework that will help you map out a career plan and successfully navigate a career change, whether within the organization or outside
- Identify and build your personal and professional brand by using social media to develop an effective online social presence
- Utilize resume best practices and key elements to develop a winning resume and position yourself for career success
- Create a networking strategy to support you in achieving your career goals

WHO SHOULD ATTEND?

Individuals looking to make a career pivot or change

Customized for enterprise clients to use with emerging leaders to support succession planning and internal mobility

LOGISTICS

Launching in Spring 2021

DELIVERY METHOD

Virtual



WE ARE EXCITED ABOUT THIS OFFERING BECAUSE IT CAN BE TAILORED TO THE INDIVIDUAL OR THE ENTERPRISE CLIENT DURING THE SUCCESSION PLANNING PROCESS.





GETTING YOUR TEAM TO DO "IT"

WENDI SWANSON, MASTER FACILITATOR & EXECUTIVE COACH

Anyone who manages people has experienced the dilemma of why people do (and don't do) certain things.

This workshop will clearly define behaviors commonly not performed by employees, causing frustration for the manager or team leader. After identifying these behaviors, we will dive into a root cause analysis and discover why individuals choose to adopt, or not adopt, specific behavior patterns and ways of working. A model and solutions for sustaining consistent desired behaviors will be introduced once participants understand their motives for action or inaction. By engaging in these new behaviors, individuals and teams can realize and measure the outcomes of these new behaviors.

Are you looking for a more immersive experience?

This program can also be delivered as part of an Executive Leadership Team retreat to provide a formal way to align, communicate and measure strategic initiatives within different departments and levels. Participants engage in identifying key performance indicators, behaviors that guide their achievement, thinking patterns that prevent or support the desired performance behaviors, enhancing engagement, and creating buy-in. This session is delivered best during a half-day, in-person workshop.

LEARNING OUTCOMES

- Explore the root cause of behavioral patterns
- Introduce a model for sustaining consistent desired behaviors
- Discuss how to measure the outcomes of behavior
- Topics covered Include coaching, communication, establishing and sustaining standards, and performance management

WHO SHOULD ATTEND?

Ideal for anyone who manages Individuals or teams

Can be customized for executive leaders during an intensive or retreat format

LOGISTICS

Launching in Spring 2021

DELIVERY METHOD

In-Person or Virtual | Pricing varies



WONDERING WHY YOUR TEAM IS NOT ALWAYS EXCITED TO DO THEIR WORK? LOOKING FOR A WAY TO HELP TEAM MEMBERS ADOPT MORE PRODUCTIVE BEHAVIORS?





SECTION 3

OUR COACHING PRACTICE

WE KNOW FROM
OUR COACHING
PRACTICE EVERY
LEADER IS
UNIQUE—AND SO
ARE THEIR
LEADERSHIP
DEVELOPMENT
NEEDS.





IDENTIFYING & GROWING EMERGING LEADERS

GROWING & DEVELOPING HIGH POTENTIAL TALENT

STRETCHING & ELEVATING SENIOR LEADERS

AGILE LEADER SERIES

CORNERSTONES OF LEADERSHIP

EXECUTIVE LEADERSHIP ACADEMY

- Internal Communications
- Navigating Change
- Managing Conflict
- Critical Thinking
- Building Teams
- Coaching to Success
- Performance Management



- Business Strategy
- Change & Implementation
- Talent Development & Talent Management
- Human Capital



- Vision & Strategic Planning
- Growing the Business
- Driving & Executing Initiatives
- Accountability & Measurement
- Succession Planning

Ideal for Individual Contributors & New Managers

Ideal for Managers & Team Performance Managers

Ideal for Leaders of Strategy & Business Performance

THE MOST SUCCESSFUL ORGANIZATIONS DO NOT RECRUIT TOP TALENT. THEY GROW THEIR OWN.

PROGRAM SUMMARY

Your Leadership PotentialSM supports emerging leaders, individual contributors, or new managers valued by the organization. This 4-6-month developmental experience creates an immediate impact within the first 30 days of program engagement. Throughout the program, the coaching candidate engages with two business performance coaches who offer support and accountability. Our goal for each candidate is to develop skills for actual, real-time application and to realize their full leadership potential.

EVERY LEADER
CAN BE
SUCCESSFUL
WITH THE
RIGHT TOOLS

THE CORNERSTONES OF MANAGEMENTSM

Building and strengthening leadership fundamentals

- Driving Focus and Direction
- Effective Communication
- Team Development
- Managing Performance

BIRKMAN METHOD

Creating self-awareness

A Birkman-certified coach delivers the candidate's assessment results which uncover strengths and blind spots; interests, behavior, and motivation; and includes data on nine different behavioral components to empower performance. The Birkman Method is a powerful tool that delivers data-rich insights to drive successful organizational development and help candidates grow professionally.

ACTION PLAN DEVELOPMENT

Translating development areas into action plans

Using an understanding of the Cornerstones of ManagementSM, results from the Birkman Signature Report, and in discussion with their business performance coaches, candidates identify development goals and create an action plan to guide the coaching experience.

BLENDED DELIVERY



Components of Your Leadership PotentialSM are delivered either in-person or virtually. Pricing will vary based on the delivery method selected.

PROGRAM SUMMARY

Your24SM leadership development program is designed for highly valued leaders, project managers, and team performance managers the organization wants to develop and retain. This 6-9 month coaching program is customized to meet the individual's and organization's goals and needs. Throughout the program, the coaching candidate engages with two coaches who offer support and accountability. With new awareness, a focused approach, and sponsor reinforcement, candidates immediately begin to apply new strategies for success.

WE CREATE
IMPACT WITHIN
THE FIRST 24
HOURS

THE CORNERSTONES OF LEADERSHIP™

Strengthening leadership foundation and capabilities

- Business Strategy
- Change and Implementation
- Talent Management & Development
- Human Capital

PRELIMINARY INTERVIEWS

Interviews with sponsors and candidate

Before the program launches, the coaching team conducts 1:1 meetings with the candidate and key sponsors. These meetings focus on discovering the candidate's strengths, challenges, opportunities, and threats; and begin the process of customizing the Your24SM experience for the candidate's development to align with organizational needs. Confidentiality allows for open dialogue and conversation.

BIRKMAN METHOD

Creating self-awareness

A Birkman-certified coach delivers the candidate's assessment results which uncover strengths and blind spots; interests, behavior, and motivation; and includes data on nine different behavioral components to empower performance. The Birkman Method is a powerful tool that delivers data-rich insights to drive successful organizational development and help candidates grow professionally.

ACTION PLAN DEVELOPMENT

Translating development areas into action plans

Using an understanding of the Cornerstones of Leadership™, results from the Birkman Signature Report, and in discussion with their business performance coaches, candidates identify development goals and create an action plan to guide the coaching experience.

BLENDED DELIVERY



Components of Your24SM are delivered either in-person or virtually. Pricing will vary based on the delivery method selected.



PROGRAM SUMMARY

Your Influence 360SM stretches and elevates senior leaders on the executive track to drive strategy and business performance. We create a highly strategic and individualized coaching experience spanning 6-9 months. Your Influence 360SM utilizes the Birkman 360[°] Assessment which focuses on core leadership competency development to create rich dialogue, self-awareness, and action plans that have immediate and lasting business impact. Throughout the program, the coaching candidate engages with two coaches who offer support and accountability. With new awareness, a focused approach, and sponsor reinforcement, candidates immediately begin to apply new strategies for success.

BIRKMAN 360[°] ASSESSMENT

360[°] feedback & self-discovery

Birkman 360[°] is a multi-rater feedback survey that empowers candidates to promote positive growth and change in the workplace. Unlike a typical “top-down” employee review, this survey incorporates feedback on performance from multiple perspectives. These appraisals can involve the employee, supervisors, direct reports and peers, and illuminate the difference between self-evaluation and perception of leaders, peers, and others. Coupling the Birkman 360[°] with data from The Birkman Method further strengthens the insights gained.

LEADERSHIP COMPETENCIES

Focus on core leadership competencies

- Ensuring long term results and managing outcomes
- Leading, developing, and building strong teams
- Delegating to others
- Making decisions
- Dealing with conflicting ideas
- Engaging in personal and professional growth

EXECUTIVE ACTION PLAN DEVELOPMENT

Aligning to strategic initiatives and creating clear direction

Using information from the Birkman 360[°] feedback, Birkman Method assessment, and reflecting on the core competencies, the candidate works with their business performance coaches to create a comprehensive Action Plan aligned to the needs of the business, incorporates strategic Initiatives, and provides clear direction for the road ahead.



WE DEVELOP
LEADERS TO
DRIVE
STRATEGY AND
GROWTH

BLENDED DELIVERY



Components of Your Influence 360SM are delivered either in-person or virtually. Pricing will vary based on delivery method selected.

CONTACT US



LINKEDIN

Check out our [LinkedIn page](#) for the latest news and announcements.



WEB

Visit us at www.progressionpartners.net to learn more about our services and thought leadership.



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