

# Peer Learning & Coaching Program



Unleashing the power of peers

## Target Participants

Front Line, Middle Managers, Senior Managers

## Method

Coaching competence in leaders is a core capability in great companies. We use a combination of classic coaching methods with Action Learning to unleash the power of peer coaching.

Action Learning, created at the Cavendish Physics Lab at Cambridge University, is a process in which participants learn by doing. In solving organizational or individual leadership challenges, participants enhance their leadership maturity levels and capacity. Research and experience both tell us that Action Learning programs are far more effective than traditional training.

## Expected Outcomes

- Coaching skills
- A new leadership skill in leading thru questions
- An enduring peer group “Board of Advisors”

## Nominal Program Duration

3–6 months

## Example Clients

Booz Allen Hamilton, Constellation Energy, John Hancock, Microsoft

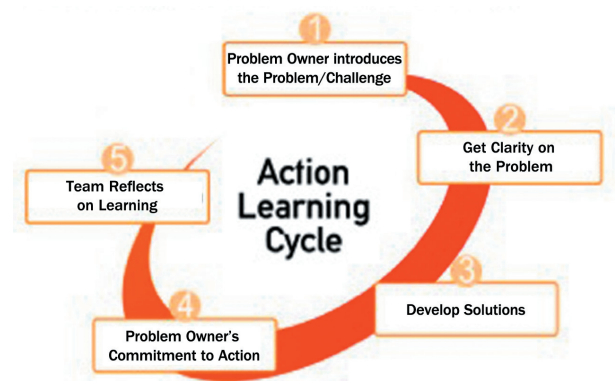
## Action Learning

### Key Elements

- Real problem, challenge, or task
- Group of 4–8 diverse, committed people
- Use of reflective questioning & listening
- Commitment & accountability for action
- Focus and commitment to learning
- Action Learning Coach

### The Ground Rules

- Process stops when the Action Learning Coach intervenes
- You can only make a statement when answering a question



# Leadership Team Coaching Program



Enabling leadership teams to excel in a volatile, uncertain, complex and ambiguous global environment

## Target Participants

Senior Leadership Teams

## Method

Team and individual coaching are integrated along with just-in-time training to produce a learning experience with lasting impact.

## Expected Outcomes

- Greater individual and team self awareness
- Shared purpose, identity, goals, and values
- Development of a senior leadership system for strategy development and execution
- Increased team cohesion and collaboration
- Development of critical leadership attitudes and skills

## Nominal Program Duration

6–12 months

## Example Clients

BAE Systems, Department of Energy, ENSCO,  
Environmental Management Division, Intelligence Agency, Sparks Personnel



## Strengthening the Bonds for Breakthrough Results

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# Leadership & Change Program



Creating a lever to adapt to rapid and continuous change

## Target Participants

Middle Management, Senior Management

## Method

The Leadership & Change Program is designed to help leaders create and adapt to transformational change and innovation. It is an integrated program customized to meet an organization's strategic imperatives. It combines leadership assessment, Action Learning, executive coaching, mentoring, along with just-in-time knowledge and skill modules. The heart of the program is a high-visibility corporate challenge that participants tackle. A just-in-time learning approach provides content when needed in the course of the project. Core content modules include Design Thinking, strategy development, and leading change. One of the benefits of the program is the use of a single person to provide individual and team coaching.

## Expected Outcomes

- New leadership mindsets and maturity
- Ability to adapt to constant change
- Tools and techniques for leading change and innovation

## Nominal Program Duration

4–8 months

## Example Clients

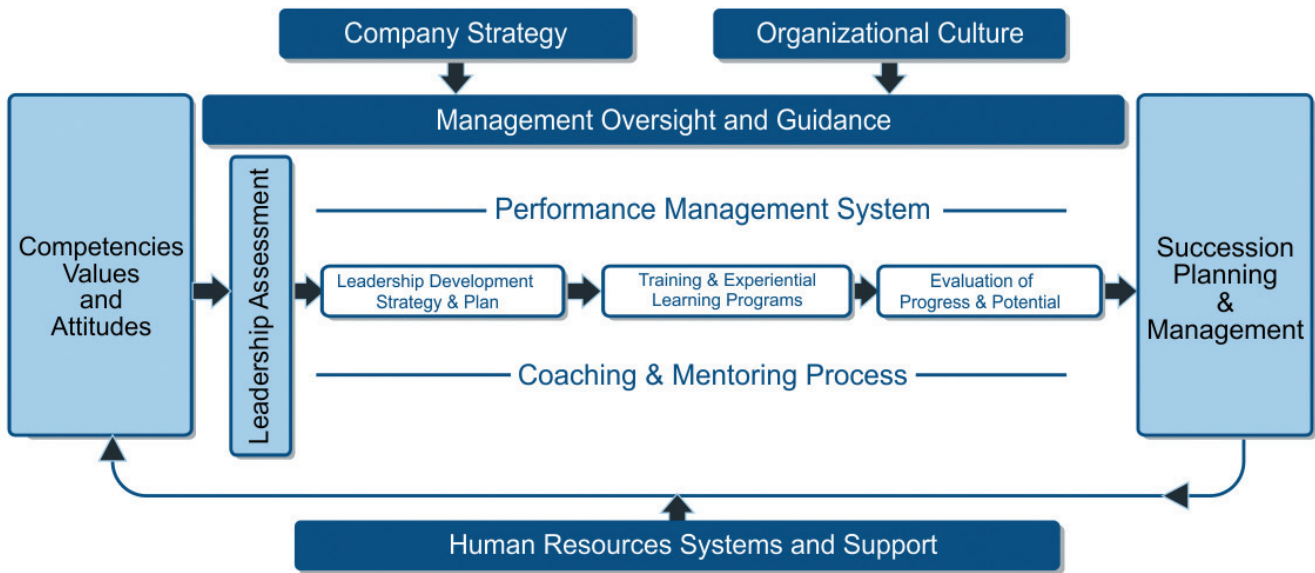
Children's National Medical Center, Defense Information Systems Agency (DISA), Manulife Financial, URS



## Developing Agile Leaders... Building Great Companies

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## Leadership Development Model



# Design Thinking & Innovation Program



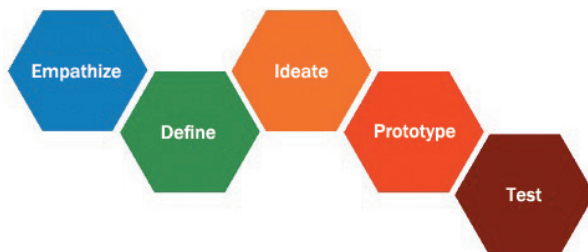
Embedding human-centered design in the organization's DNA

## Target Participants

Front Line, Middle Management, Senior Management

## Method

Developed by Stanford University, Design Thinking is a fully immersive method of problem solving that is centered on the user—the person the solutions serve. Best-learned by doing, Design Thinking involves a series of five steps: Empathize, Define, Ideate, Prototype, and Test. It has been effective in addressing complex ambiguous problems ranging from the development of new products and services to entire processes and strategies for private and public organizations.



## Expected Outcomes

- Creative confidence
- Tools for creating new products, services, business strategies, and customer experiences
- A new way of interacting with customers in discerning their wants and needs

## Nominal Program Duration

1-4 months

## Example Clients

Arlington County, Hyatt Hotels, Minnesota Zoo, Nielsen



**Focus on Human Values**



**Show Don't Tell**



**Craft Clarity**



**Embrace Experimentation**



**Be Mindful of Process**



**Bias Toward Action**



**Radical Collaboration**

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