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
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

10201 Old Hunt Road, Vienna, VA 22181
703-319-8902 | 703-319-1683 Fax
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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
Leadership Development Model

- Competencies, Values, and Attitudes
- Leadership Assessment
- Company Strategy
- Organizational Culture
- Management Oversight and Guidance
- Performance Management System
  - Leadership Development Strategy & Plan
  - Training & Experiential Learning Programs
  - Evaluation of Progress & Potential
- Coaching & Mentoring Process
- Succession Planning & Management
- Human Resources Systems and Support
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