

High-Speed Executive Development

Proactive executive coaching experience to accelerate success and avoid common executive pitfalls.



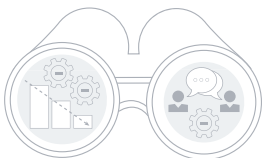
SOLUTION:
Pressure Point Development

YOUR VALUE:
Address the potential risks and costs of executive failure with proactive coaching to help executives succeed faster.

VALUE TO LEADERS:
Executives find their key pressure points and learn to avoid the pitfalls ahead, helping them find clarity and reduce stress.

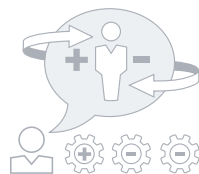
"I didn't have a true sense of the executive culture and how to thrive and succeed. This helped me understand the top priorities of my role."
Executive participant

WITH PRESSURE POINT DEVELOPMENT YOU CAN:



Anticipate Complexities

Executives learn to see what's coming their way and how to avoid the pitfalls ahead.



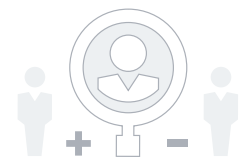
Succeed Faster

Coaches are laser focused on rapidly helping new or soon-to-be executives hit the ground running.



Build Resilience

Executives understand how to overcome the key pressure points that cause them to struggle.



Improve Self-Awareness

Executives gain deep insight into themselves, their capability, what they need to do to develop executive effectiveness, and their future at your company.



SOLUTION AT A GLANCE

Personalized Individual Development

Every executive gets a set of right-now actions they can take to overcome their specific challenges.

Backed by Research

DDI's library of common executive pitfalls is based on decades of executive development.

Efficient

Faster, more direct, and aimed at shorter-term adaptation and development instead of long-range career development, like that of traditional executive coaching.

Easily Scaled

Gives many executives access to expertise that might otherwise be difficult to scale.

World-Class Coaches

A mix of current or former executives, organizational psychologists, and business consultants, our coaches have deep experience providing objective feedback and guidance to drive performance.

Four Forces of Executive Pressure



HOW IT WORKS

1.

Context Scan

The leader's personal background, role expectations, challenges, motivations, and aspirations are discussed and summarized.

2.

Role Exploration

Exploration of the four distinct areas of executive pressure and the differences of an executive role.

3.

Pitfall Awareness

Assessment of the primary risks, symptoms, and frequent causes and remedies for the most common pitfalls, as well as implications for capabilities and potential overuse of strengths.

4.

Sustain Effectiveness

The coach has a personalized discussion with the leader about how to avoid pitfalls and leverage their strengths.

5.

Plan for Progress

Together, the coach and leader create an individualized **L.E.A.F** performance plan built around **Learning** targets, **Experience** needs, **Application** plans, and critical **Feedback** needed to sustain progress.

Anticipating Common Executive Pitfalls—Examples



Tactical Obsession*
Remaining overly involved in operational or tactical activities

Symptoms:

- Involvement in “everything”
- Lack of initiative from team players
- Private frustration among strongest players
- Erosion of team capability
- Overload; fatigue



Passive Politics*
Accepting partnerships at face value, without effort to anticipate and positively influence stakeholders

Symptoms:

- Unexpected stakeholder resistance
- Difficulty overcoming performance obstacles
- Lack of advocacy for proposed plans or changes
- Superficial relationships with other executives

Ready to learn more?

Visit us online:

www.ddiworld.com/pressurepoint

Email: info@ddiworld.com or contact your DDI representative for next steps.

* Development sessions include a review of the comprehensive list of 16 Executive Pitfalls, with the symptoms, causes, and remedies for each one.