

High-Speed Executive Development

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



SOLUTION:
Pressure Point™ Development

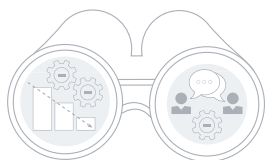
YOUR VALUE:
Address the potential risks and costs of executive failure with proactive coaching to help executives succeed faster.

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 EXECUTIVES 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 for Each Executive

An individual development plan with actionable next steps prepares executives to overcome specific challenges.

Anchored on Research

DDI's framework of the Four Forces of Executive Pressure and library of common pitfalls are based on decades of assessing and developing executives worldwide.

Focused and Efficient

Uniquely designed for emerging or early executives to complete within 6 to 8 weeks.

Structured Yet Flexible

Executives and HR teams have full visibility of the process and output, with options to enhance with cohort-based experiences and additional coaching sessions.

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.

Program Launch

A DDI coach meets with the participant's manager to discuss role expectations, challenges, motivations, and aspirations.

2.

Personal Assessment and Reflection

An overview and self-assessment helps the participant to understand the challenges and complexities of senior roles.

3.

Three Pressure Point Sessions

Coach and participant engage in a structured, individualized, reflection on the pressures that the participant currently faces and will face. Together, they identify likely pitfalls and create a plan for development priorities.

4.

LEAF Individual Development Plan

The coach and participant build Learning targets, Experience needs, Application plans, and critical Feedback to sustain progress.

5.

Debrief

The participant reviews development priorities and next steps from the LEAF Plan with their manager.

Examples of Common Executive Pitfalls

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