



## Business Leadership Development

Executives need strong leadership skills to effectively lead organizations in these challenging times. Many leaders are reluctant to ask for help—yet they're often in need of a compassionate listener who understands the many professional and personal challenges they face, and who can guide them toward solutions that will make their organizations more productive.

How can leaders affect organizational well being if they struggle with work life balance, ability to deal with stress and executive level pressures, as well as lead teams who are also challenged behaviorally or emotionally? Designed to give leaders the tools they need to be effective in building and leading productive teams, behavior health consultants provide up to 6 hours of coaching and consultation over a 3 month period to include:

- Leadership Skills
- Strategic Planning
- Managing Millennials
- Mentorship
- Mindfulness
- Communication Skills
- Culture & Engagement
- Leading through Change
- Resiliency
- Executive Coaching
- Counseling
- Conflict Resolution
- Managing Conflict



## Executive Coaching & Support

### Pathways to Well Being



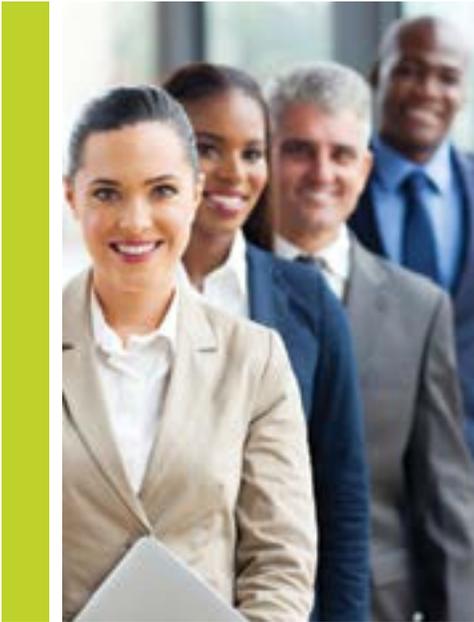
#### We can help.

- Peer coaching provided by leaders who are experienced, trained and passionate about supporting other executives and helping them be more effective in achieving their, and their organization's, goals.
- Counseling provided by master's and doctorate level licensed behavioral health counselors with specialized knowledge of issues facing leadership professionals.



#### Program can be purchased by:

- Individuals
  - A leader who wants to continue learning and honing the craft of leadership or by a high potential executive who wants to improve skills and behaviors to achieve career goals.
- Organizations
  - Either to support and further develop a high performer's leadership skills or to resolve behavioral issues with a leader or work teams who need support due to stress or challenges.



## Confidential

Both programs are confidential and designed to meet the needs and objectives of those involved.

Objectives vary and are assessed at the start and end of the engagement:

- Leadership development to support career goals
- Coaching for lifestyle changes to cultivate well being
- Coaching for resiliency and prevention of stress & burnout
- Management skill building to strengthen communication and conflict resolution skills
- Strengthening cultures & cultivating healthy workstyles

VITAL WorkLife recognizes an executive's behavior can directly impact health of an organizations, as well as staff relationships, employee engagement, productivity, efficiency and workplace satisfaction. We also know one of the most important elements in executive coaching is effectively getting to the causes of individual challenges, then working to identify an optimal, effective, and integrated solution to address critical needs.

Our proven process includes:

### Phase 1 Organization Consultation

An organization consultation is a needs assessment with the key stakeholder(s) to include both interviews and written recommendations shared with all parties.

### Phase 2 Executive Coaching Support

Provides ongoing executive coaching and support of the executive and the organization, as outlined in recommendations and project objectives. Initial engagement is typically face-to-face.

Ongoing consulting is typically telephonic, coordinated and appropriately integrated by master's or doctorate level consultant. Each case is customized to the executive's needs, to ensure all issues are fully addressed, both for the individual and the organization.

### Phase 3 Closure

A consultation report is generated when predetermined goals have been achieved and/or six hours of coaching have been completed. The report is reviewed with the executive and, if appropriate, with the sponsoring organization. Ongoing support of the executive or organization is available and can be quoted on a project or hourly basis depending upon needs.

VITAL WorkLife creates pathways to promote sustainable behaviors for executives and the organizations they lead. Programs are specifically developed to achieve predetermined behavioral health objectives for leaders and their teams.



VITAL WorkLife offers a wide variety of integrated solutions designed to help employees be healthier, happier and more productive while on the job. Supportive counseling and coaching are at the core of all our services to help managers, supervisors, employees and their families cope with life's challenges, both in their personal lives as well as in the workplace.



For additional information, visit [VITALWorkLife.com](http://VITALWorkLife.com)  
or call 800.383.1908.