



PARAGON<sup>SM</sup>  
Leadership International

# High-Flier Group Coaching & Development



## The Offering

High-Flier is a three-month program that enables you to provide your organization's high potential cross-gender leaders the benefits of individual leadership coaching combined with the power of cross-industry peer-to-peer learning. Paragon's blended peer learning model is **proven, measurably effective and cost effective**, drawing from 10 years of group coaching and action learning experiences and working with more than 1,000 high potential leaders over the years.

## The Benefits

**Measurable:** follow-up surveys with hundreds of participant's executive sponsors show a high **rate of improvement** in leadership behaviors in overall career positioning.

**Cost Effective:** participants receive a deep coaching experience that is at least **70% less** than the cost of equivalent amounts of individual coaching.

**Collaborative:** high potentials build their peer networks throughout the organization to expand their functional experience and challenge new ways of doing business and thinking.

**Scalable:** affords companies the opportunity to support 100+ high potentials with development throughout the year, rather than the selected few.

## The Outcomes

- Enhance strategic partnerships and stakeholder relationships
- Increase productivity in current role
- Accelerate accumen outside of functional area
- Access a support structure that nurtures playing bigger
- Introduce new possibilities or reignite passion for work

## The Experience

**In-person group sessions** for learning, coaching and peer to peer coaching

**Coaching** from Paragon coaches and peers in the program

**Reinforcement** through group sessions, both live and virtual, and self-guided learning

**Multi-dimensional feedback** on impact of current and new leadership practices

**Focused development plans** supported by easy-to-use virtual tools

**Highly customized topic areas** determined based on the needs and requests of the High-Flier group

## The Deliverables:

- Three half-day peer learning sessions (at location of organization's choosing)
- Three 30-minute coaching sessions via telephone with Executive Coach
- Self-guided lessons via email for reflection and additional insight related to emotional intelligence and growth (one per week)
- Three group conference calls (audio-recorded in case participant cannot join)
- Additional coaching support as requested at a discounted rate
- Assessments as requested at a discounted rate

### *To engage your High-Fliers....*

Contact a Paragon coach to schedule a complimentary, customized planning session by calling 877.264.6200 or emailing us at [futureface@paragon-lead.com](mailto:futureface@paragon-lead.com).

For additional information about who we are and what we do, please visit [www.paragon-lead.com](http://www.paragon-lead.com).