



LEADERSHIP COACHING

As a leader, you have incredible influence. The energy and presence you bring to conversations can shift an organization's culture, tapping into the potential that exists for you, your teams and your community. Leaders also bring a frame of reference that shapes what they can see and what they cannot – yet. Coaching helps uncover assumptions affecting your leadership and reveal aspects of yourself that may be holding you back.

Most organizational training and development programs concentrate on building skills, the transfer of knowledge or information to the leader. This develops technical capacity, but not deep leadership capabilities. Adisa focuses on helping leaders do the more meaningful inner work that precipitates transformation.

Our coaching integrates adult development, neuroscience, polarity thinking and the research-backed principles involved in building exceptional teams. We provide support for you to build the mental muscle needed to heighten awareness and develop practices that will be sustainable beyond the coaching engagement.

The work begins within.

Adisa helps you achieve greater insight in pursuit of intentional results. We explore your approach to leadership and how you define success, identify your challenges, and help you visualize paths you might not have explored before. The work is liberating, leading to more creativity and agility – ultimately, the ability to take wise and effective action amid complex, rapidly changing conditions.



Is it time to invest in you?

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ASSESSMENTS

Third-party assessments offer feedback from multiple perspectives, pinpointing strengths, revealing blind spots and identifying opportunities for development.



The Leadership Profile 360-degree Assessment

Adisa often starts with The Leadership Profile (LCP), the only thoroughly validated, competency-based profile that measures both competency and underlying assumptions that may be driving behavior. This 360-degree assessment collects data from up, down and across the organization. The LCP then integrates the information to highlight key strengths that are supporting effective leadership as well as opportunities for development.

Unlike most assessments that measure only competencies, the LCP reveals how a person sees her/himself; how colleagues perceive the impact of a person's leadership; and underlying assumptions a person may be making (consciously or not) that are influencing his or her actions. Seeing the full picture, an individual is better positioned to raise his/her leadership to a more impactful level in a way that will be most meaningful, not only to the leader, but also to her/his team and organization.

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Vertical Development & The Leadership Maturity Assessment Profile (MAP)

Traditional leadership development often centers on skill-building: the transfer of knowledge or information to the leader. This develops technical capacity, but not deep leadership capabilities. Vertical development is about the transformation of a leader, which in turn, influences the system. As leaders evolve to think in more complex, systemic and strategic ways, they can begin to significantly transform themselves, their organizations and larger movements.

The Leadership Maturity Assessment Profile (MAP) is a powerful tool in the work of vertical development. It provides insight into how a person makes meaning and sense of their reality, which impacts how they think, feel and lead. The framework reflects a deep and dynamic understanding and offers valuable maps for individual and organizational development and change.

A rigorously validated assessment, the MAP analyzes and predicts based on nine stages of meaning-making that individuals and groups experience as they develop and mature. Each successive stage reflects a higher level of complexity of thought and action as individuals and groups become more effective and insightful. Among the dimensions which are measured by the MAP are the level and quality of self-awareness, orientation to power, capacity for collaboration, ability to give and receive feedback, and perspective relating to time.

