

“C” Yourself Executive Leadership Program

In environments with rapid change only those that are flexible, adaptable and productive will excel. To do so we need to, as organizations, learn to tap into people’s commitment, create an organization of engaged **employees** and expand the learning capacity so employees are able to learn at all levels; in doing so we create and sustain **Learning Organizations**.

An observation we have, as an outcome of our work in recruitment and leadership and management programs for credit unions, is that we, as an industry, are primed for creating sustainable Learning Organizations in credit unions. What we know is that there are three pillars to being a leader:

1. Smarts or Intelligence
2. Competency and expertise in a certain domain such as finance, operations, lending
3. Presence, the self we are

We see that credit unions are superb at the first two pillars and are shifting to pay more attention to the third pillar, **Leadership Presence**. How we manage ourselves, how we lead from behind, how others are compelled to seek us out regardless of title, how we remain centered in the midst of chaos, how we organize and coordinate for success and how we move with purpose knowing we are a positive difference in the world are all part of developing Leadership Presence.

We also know that developing Leadership Presence is not sustainable through reading a book or seeing a Power Point; it comes from declaring the future we want, being in rigorous practices and receiving assessments from qualified and committed leadership coaches and mentors. To support bringing forth increased levels of leadership from within your credit union you we have developed the **“C” Yourself Executive Leadership Program**. This program is designed for C level executives who want to be more engaged and be seen as exemplary leaders or for those who aspire to be promoted to the C Level as chief financial officer, chief sales officer, chief lending officer, chief operations officer and chief executive officer. This program is also an organic way to be in Succession Planning which needs to be ongoing in our national credit union culture.

The **four month** program is designed around the individual’s desired outcomes and includes:

- Ten 1:1 coaching calls
- Two days onsite at DDJ Myers
- Two readings with homework
- Review of resume and writing competencies
- Online leadership assessments to assess behavior, values, personal competencies and emotional intelligence
- Three conversations with his/her manager to coordinate expected outcomes.

Coaching sessions are initially weekly, and as needed, move toward bi-weekly. The coach is available in between coaching sessions for spot check-ins and updates if needed. To provide support to the manager, we will discuss the tools and techniques to internally coach and support the executive to expected outcomes. The success of the program requires the executive to meet, in person, with the coach off site at our office. The executive will work with one or two coaches during the on-site work and will have a dedicated coach for the calls.

Both manager and executive will receive short summaries of each call with emphasis on new practices. The purpose of writing the summary is to keep attention on what is important and for the manager to provide internal support to the executive.

Contact Deedee Myers or Peter Myers for more information.

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