



PRESENTED BY:  
Annie Hyman Pratt



# 2017 KBL Program - CEO Coaching

## July 26, 2017



Looking Forward to  
An Incredible Year of KBL with your Leaders!  
(and YOU!)





I Appreciate Your Investment....  
And I Take It Very Seriously





As CEOs, you're the expert on your business....  
But you're not the Leadership Expert - YET





# The Importance of Being Coachable.....

My best skill was that I was coachable. I was a sponge and aggressive to learn.

Michael Jordan



# What's Possible.....





What Are You Hoping to Achieve with KBL  
This Year?





# What Might You Need to Sacrifice or Let Go?



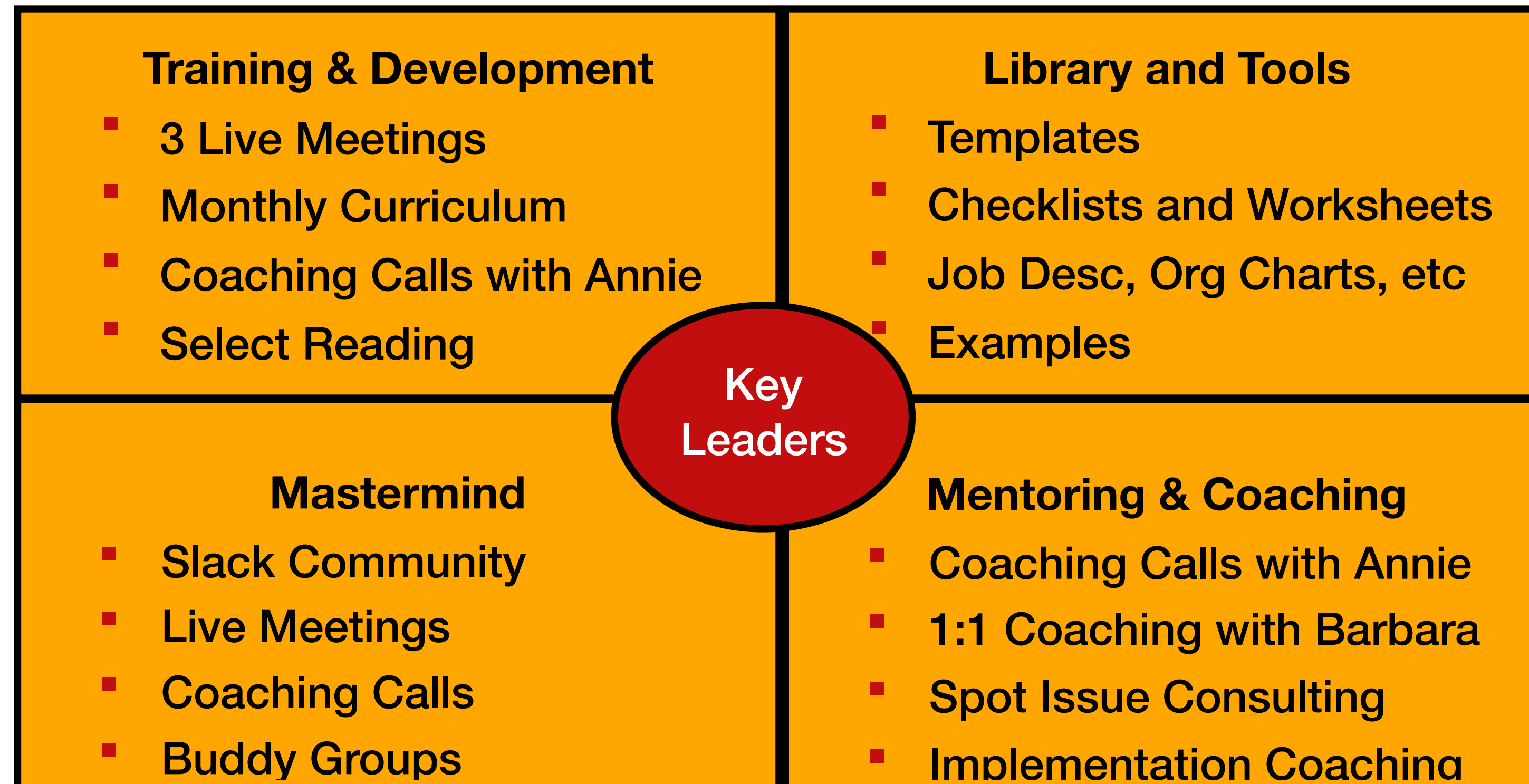




## What we'll cover today:

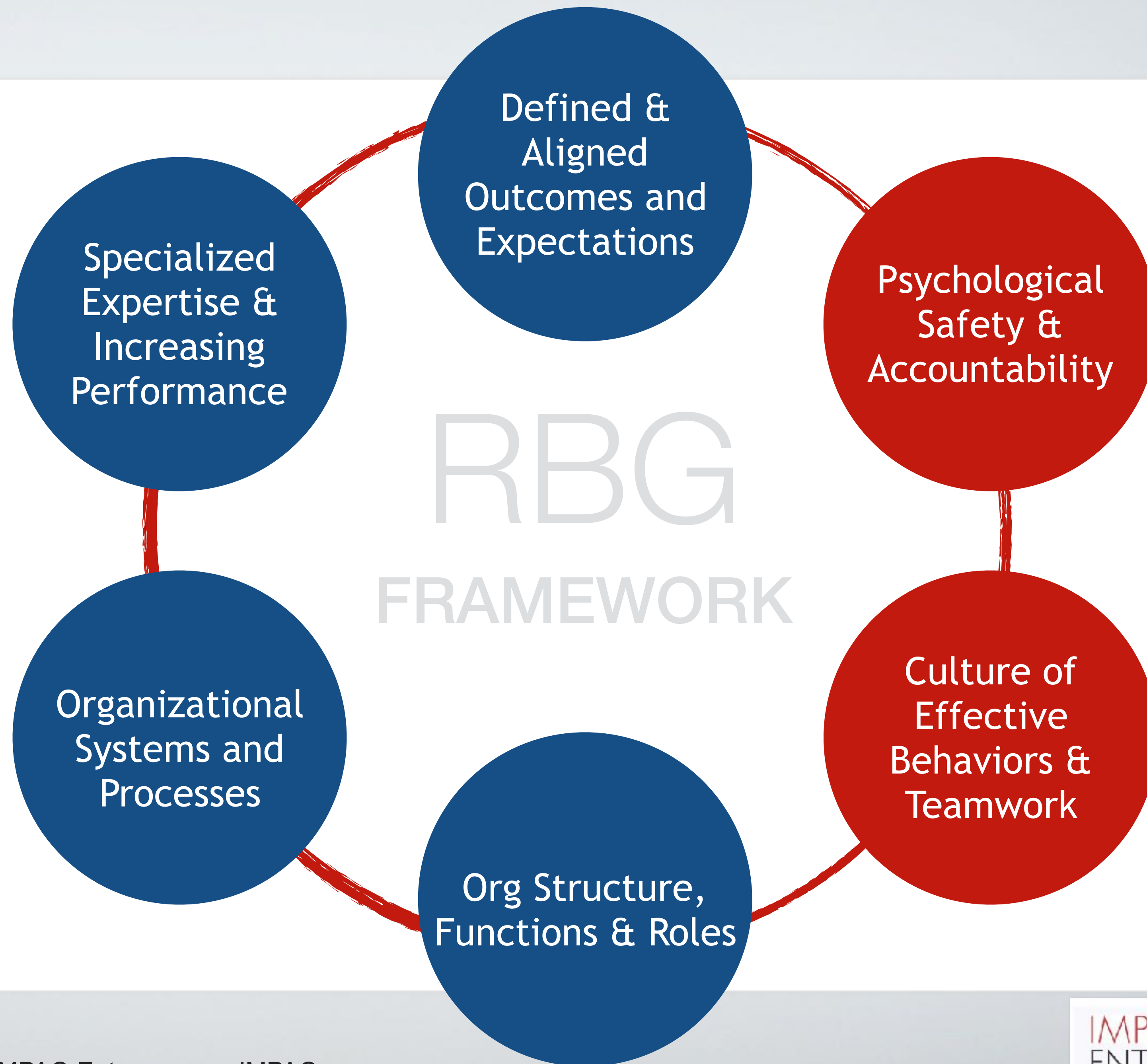
- KBL Program structure overview
- How the CEO part works
- What Results you can expect
- What your Leaders are learning now
- How you can best support your Leaders
- What I want YOU to be doing differently -  
NEW Leadership Behaviors
- Your Questions!

# The KBL Program Structure





Curriculum follows the **RAPID BUSINESS GROWTH FRAMEWORK**





# KBL's are Moving Toward Mastery

## The 4 Levels to Mastery





# How the CEO Part Works

- Each month there will be a CEO Only Coaching Call
- We'll go over what your KBL's are learning now, what you can expect, and how you can support them
- I'll be addressing challenges typical for their development (and yours!)
- I'll be teaching you Important CEO Leadership Skills
- It's your time to ask questions and learn from other CEO's!
- Reach Out to me for situational spot consulting and concerns

# What Stage is Your Leadership?

Stage 1 Leadership	Stage 2 Leadership	Stage 3 Leadership
* <i>Doing Tasks</i>	Doing <i>Tasks</i>	Doing <i>Tasks</i>
* <i>Driving Results</i>	Driving <i>Results</i>	Driving <i>Results</i>
Directing <i>Others</i>	* <i>Directing Others</i>	Directing <i>Others</i>
Developing <i>People</i>	* <i>Developing People</i>	Developing <i>People</i>
Structuring <i>Org</i>	* <i>Structuring Org</i>	Structuring <i>Org</i>
Supporting <i>Team</i>	Supporting <i>Team</i>	* <i>Supporting Team</i>
Shaping <i>Culture</i>	Shaping <i>Culture</i>	* <i>Shaping Culture</i>



# Your Relationship with your KBL is Extremely Important





# Results you should expect

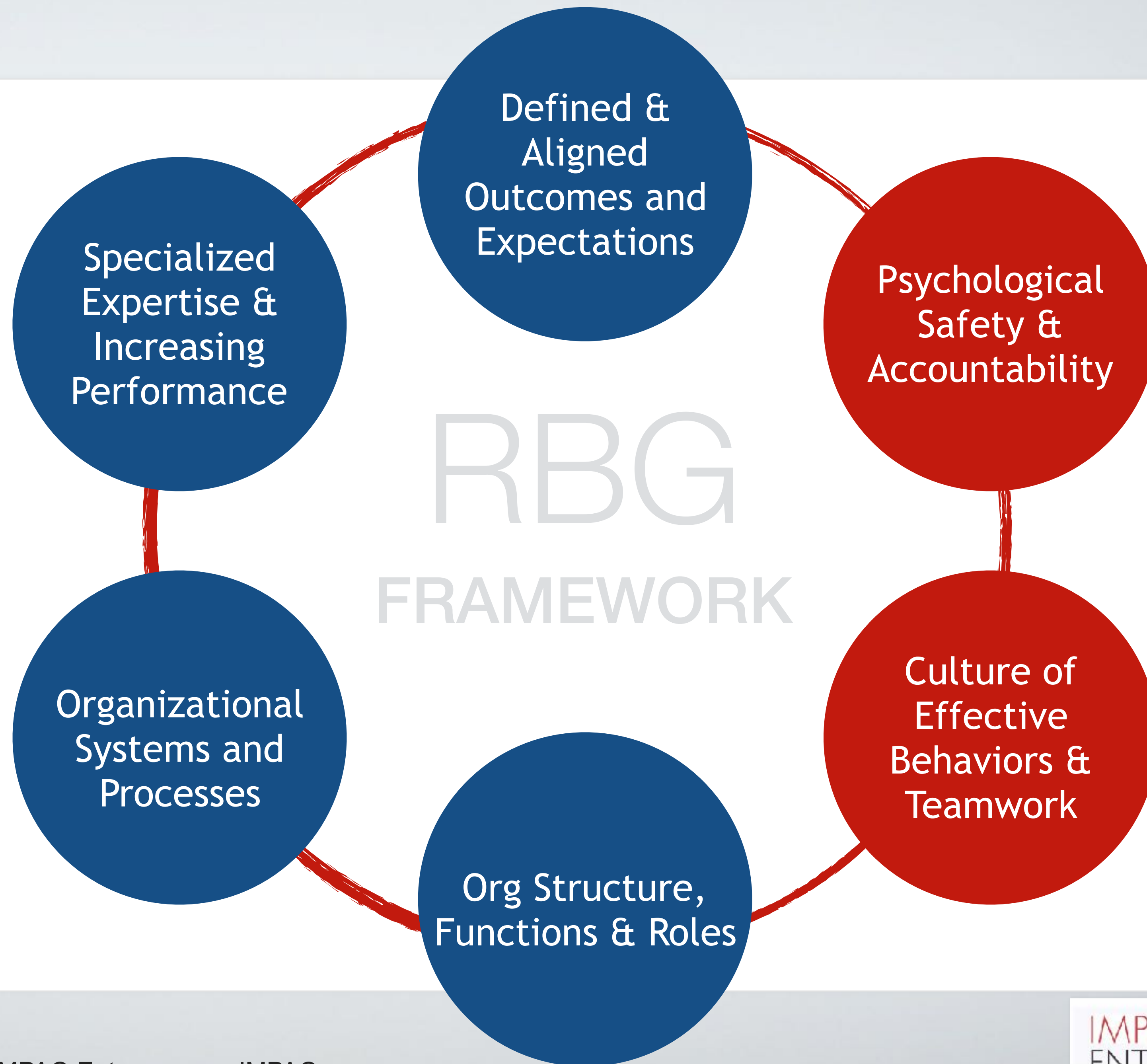
- Your KBL's level of BUSINESS thinking and OUTCOME focus increases huge, making them more effective AND efficient
- Your KBL's reach a level of Confidence and Mastery so that they can withstand major change and discomfort while still performing and leading others well
- Your KBL's assert more Proactive Responsibility
- Your KBL's habitually Manage Up and Develop Others





Your KBL's Will  
be implementing  
MORE this year

But Every  
Business's  
needs differ.....





# Your KBL's Time Allocation Will change

	Individual Contributor	Manager/ Leader	Entrepreneur Executive
Routine Planned	85%	60%	40%
Special Unplanned	10%	20%	30%
Proactive/Future Planned	5%	20%	30%



# Your KBL's will become much more effective **BUSINESS** Leaders





# What your Leaders are Learning Now



# Refining The Strategic Plan and Defining Outcomes



GREATER PURPOSE



BIG OUTCOMES

External Drivers  
& Pressures

Cross-Functional

Main Annual Goals

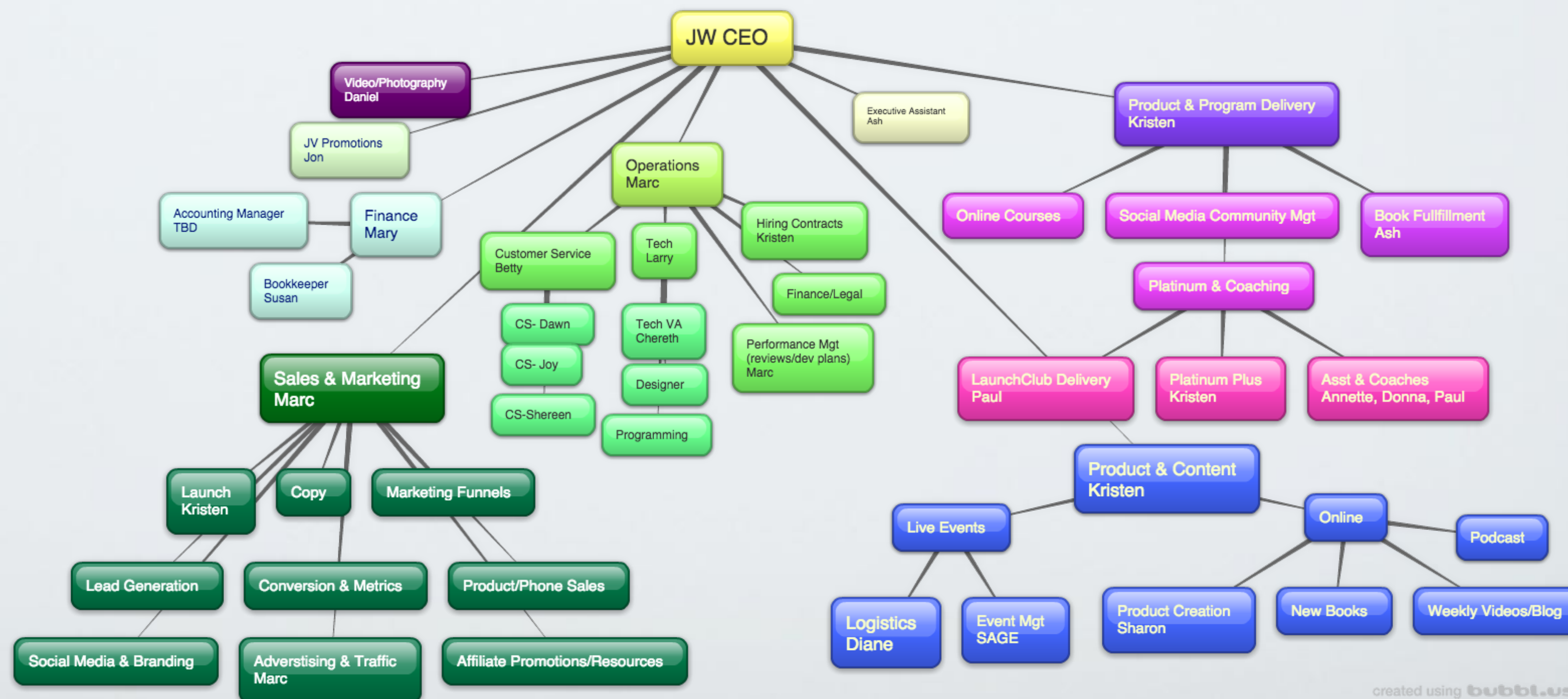
Priority Projects & Deliverables  
(to meet the goals)

Functional and Tactical  
Projects & Deliverables

FUNCTIONAL TASKS

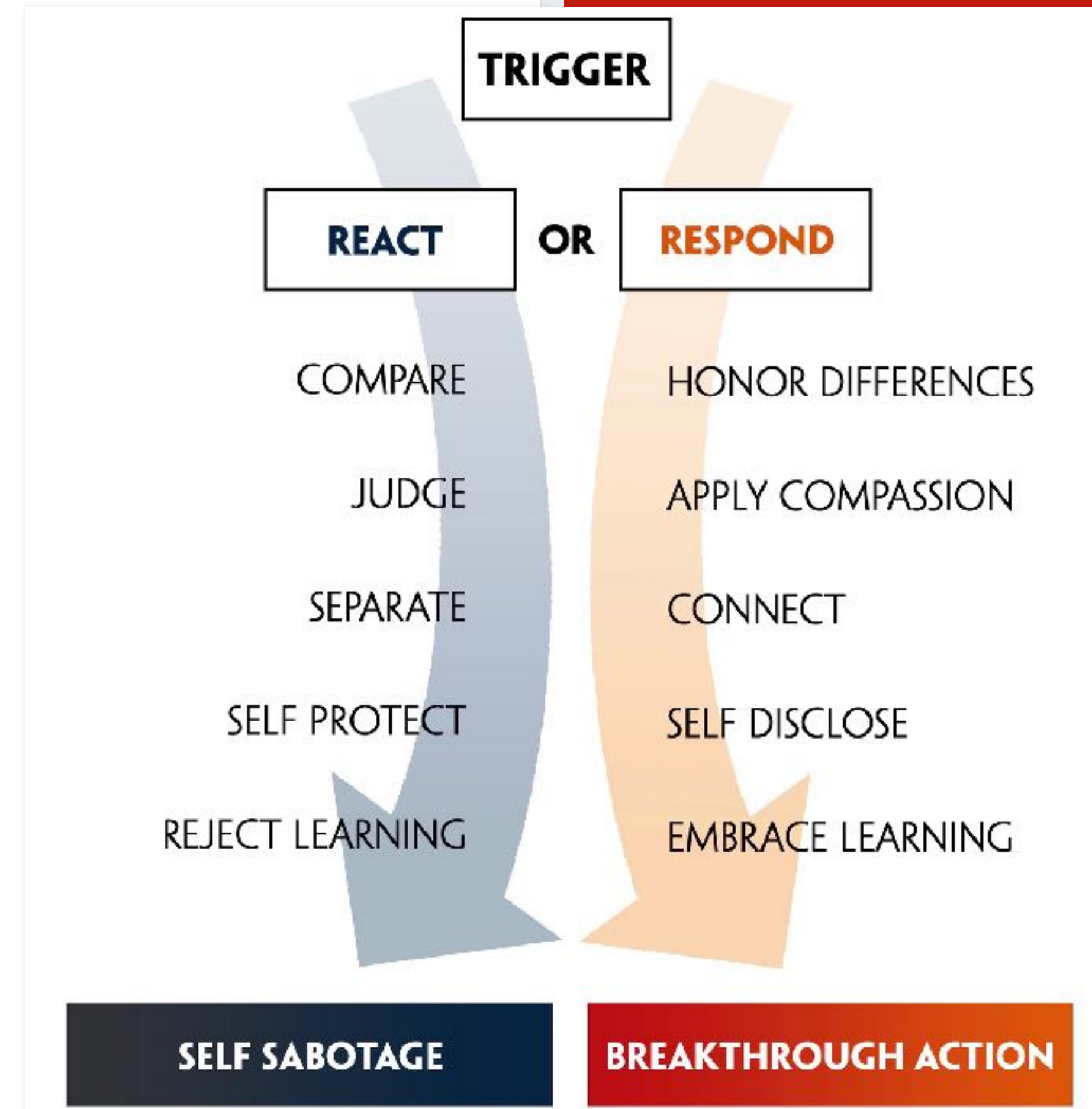


# Updating and Iterating Functional Org Structure and Roles



created using [bubbl.us](https://www.bubbl.us/)

# Mastering & Teaching These.....





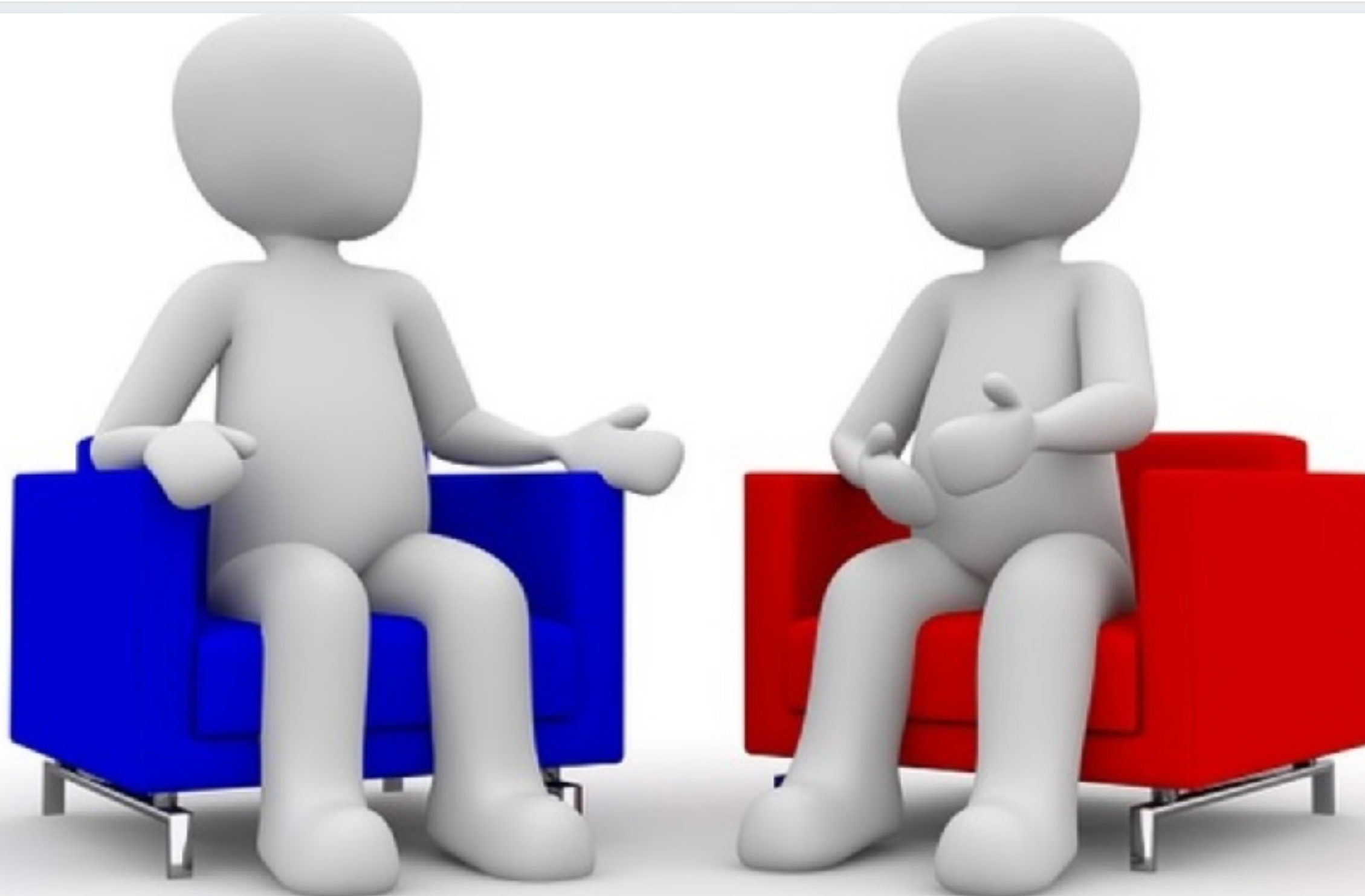
Supporting Your Leaders:  
They Need to Know.....

I believe  
in you.



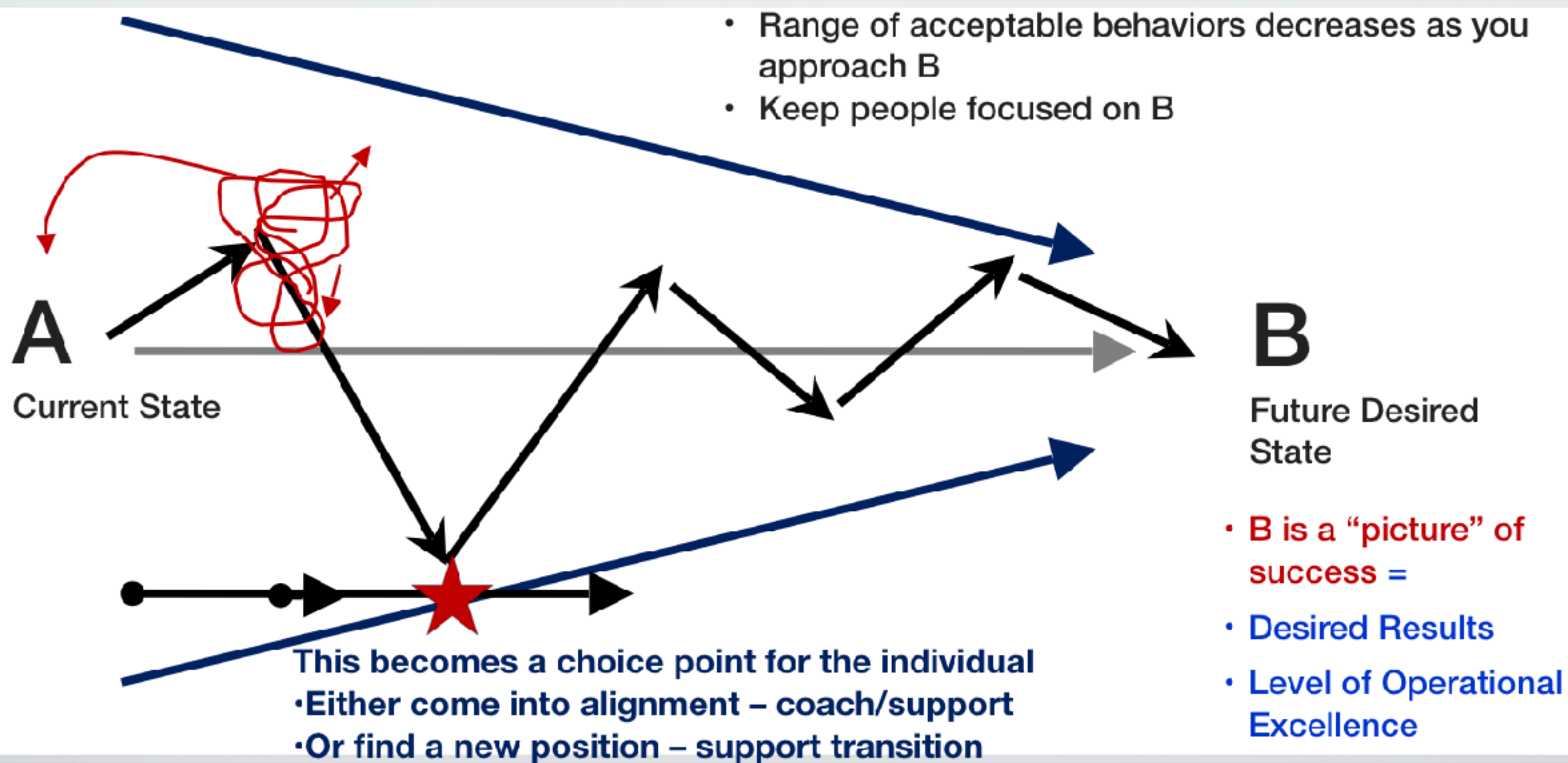


# Have Regular Meetings / Communication





# Expect Bumps, This is A → B





Say What You're Thinking, give Feedback  
About the Business, their Performance, the Team, and the Future

What Are  
You  
Thinking?





And Especially This.....





# Your CEO Learning for This Month.....



# Take Responsibility - This IS How!!



Your  
Self-Mastery in  
Accountability  
IS The MOST  
Important Part of  
Leadership

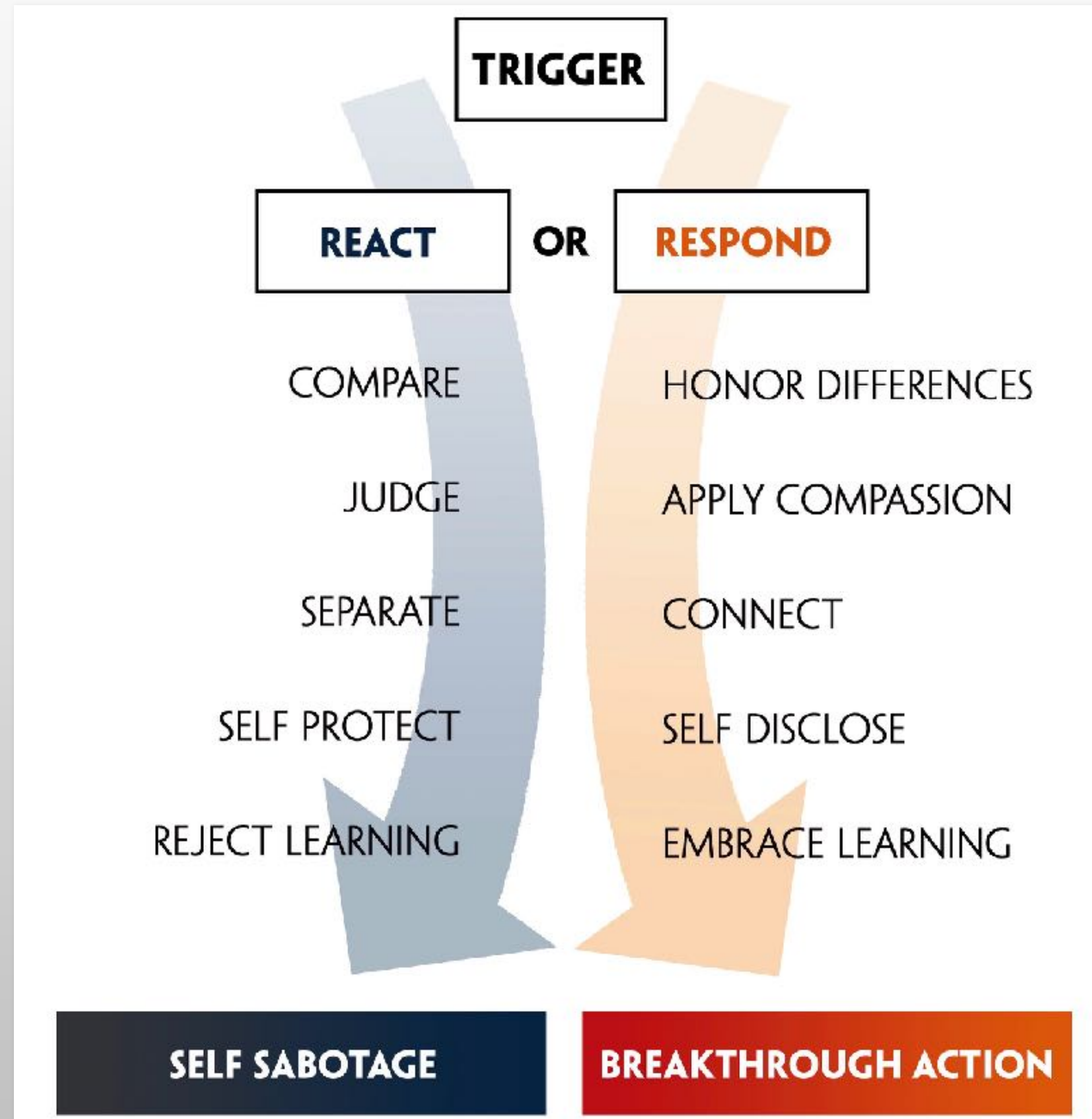


# How you Relate to the Issue IS the Issue



# Creating Psychological Safety

## For YOURSELF







# Talk Tentatively - You Can Say Anything





## Repair ASAP When Needed

**I'm sorry.**



It Increases  
Accountability  
for both Sides



# Praise and Appreciate MORE Often



It Fuels Performance  
and Commitment



## Effective Appreciation - 3 Parts

1. What You did, how You behaved
2. The Positive IMPACT it had (describe)
3. Thank You - I Appreciate You!



What are you thinking?  
What Questions do you have?





Let us know how we can support you!



# IMPAQ ENTREPRENEUR

*Rapid Business Growth through Next-Level Leadership & Team Driven Results*

## **Annie Hyman Pratt** **IMPAQ Entrepreneur**

7785 West Sunset Boulevard  
Los Angeles, CA 90046  
323.969.0088 HQ  
[annie@IMPAQentrepreneur.com](mailto:annie@IMPAQentrepreneur.com)

[www.IMPAQentrepreneur.com](http://www.IMPAQentrepreneur.com)