

## WHAT IT IS

SPARK combines the power of 1-on-1 individual coaching with an online course custom developed to deliver the exact training and development untrained leaders need to thrive in their role.

## WHO ITS FOR

New leaders, established leaders who've never had formal leadership training, & experienced leaders who want to approach leadership from a new perspective.

*Focus Topics*

- ➔ Leadership foundations
- ➔ Strategic thinking
- ➔ Conflict resolution
- ➔ Accountability
- ➔ Planning & productivity
- ➔ Team building & trust
- ➔ Personality styles

*...and more*

*This is the foundational leadership coaching & development newly promoted managers and supervisors need to effectively lead their teams and excel in their role.*

## HOW IT WORKS



- \$1,500 per participant.
- You can enroll your leader online or send us an email at [spark@ilumalearning.com](mailto:spark@ilumalearning.com).
- Once enrolled, we will connect with our new participant to schedule their first coaching call.
- They will begin receiving their online lessons via email the first Tuesday after they are enrolled.
- You'll receive supervisor updates each month on what we're learning.

## WHAT THEY GET

- Three 1-on-1 coaching sessions over video call in months 1, 3 & 5.
- An online leadership coaching course with a new recorded coaching & training session delivered each week.
- Offline stretch assignments and challenges between coaching calls and lessons.
- Leadership Q&A library with their own questions answered & added to the library.
- You get supervisor updates and guidance on how to support what they're working on.

## YOU WILL

- Lead with more awareness
- Respond rather than react to issues
- Communicate with clarity
- Operate with more professionalism
- Lessen the stress & anxiety of being a manager

*Outcomes*

## LEADERSHIP FOUNDATIONS

We set the tone from the beginning as we discuss the true role of a leader before moving into how to build confidence, how to establish authority and grow influence in a healthy way, and how to think in systems—and why all of these things are critical to evolving into a respected and effective leader.

## PERSONALITY STYLES

This is our most sought after program which will be integrated throughout the entire coachign experience—designed to help us understand what makes us operate the way we do and how to get the most out of ourselves, our team and those we work with.

## CONFLICT MANAGEMENT

We will spend time throughout the program understanding this critical leadership skill as we learn new, effective ways to quickly recognize the root cause of any conflict and how to resolve it through balancing logic and emotion with different personal conflict management styles.

## COMMUNICATION

This is always an area of struggle and we have a deep repository of tools and guidance we will share and teach throughout the program, from how to really listen, to how to write a clear, actionable email that gets quick results, to helping entire teams get clear and close the loop on a consistent basis.

## TIME MANAGEMENT

We understand the challenges managers and supervisors in the heavy equipment industry face when it comes to time management and information overwhelm. We will share tools and techniques to help them manage their time & resources to decrease the feeling of chaos and increase productivity.

## BUILDING STRONG TEAMS

Working from a foundation of building trust we, move into the core concepts of clear communication, delegation and accountability, giving feedback and addressing performance issues and dealing with resistance while helping teams navigate change.

*Contact us*

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