



Executive Coaching and Assessment Overview

Kittie W. Watson, Ph.D.
President and Founder

Coach Leaders to Think Differently

Apply Vertical Development Methodologies

HORIZONTAL DEVELOPMENT

Adds skills, techniques to fill a cup

VERTICAL DEVELOPMENT

Expands capacity – grows bigger cups



Executive Coaching and Assessment

Equip & Transform Leaders

- Match coaching to leader's stage of development
- Offer Individual, Group and Team Coaching
- Provide Psychometric Assessments for vertical development (**AI-scored**)
- Expand capacity and accelerate growth trajectory

VERTICAL DEVELOPMENT



“Once real “change” occurs, leaders do not reconfigure and operate in the same ways as they have in the past.”

Case Study:

Award-winning
Design and Liaison
for 80+ External
Coaches



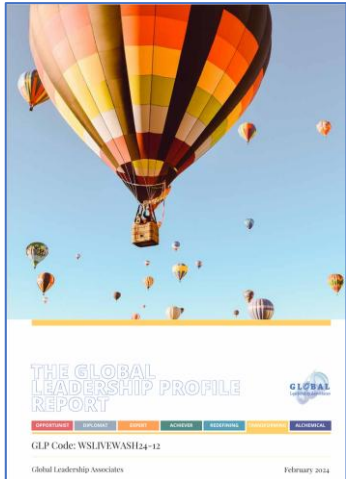
[Innolect Vertical Leadership
Development MWV introduction](#)

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Vertical Development Assessment

Global Leadership Profile® (GLP)

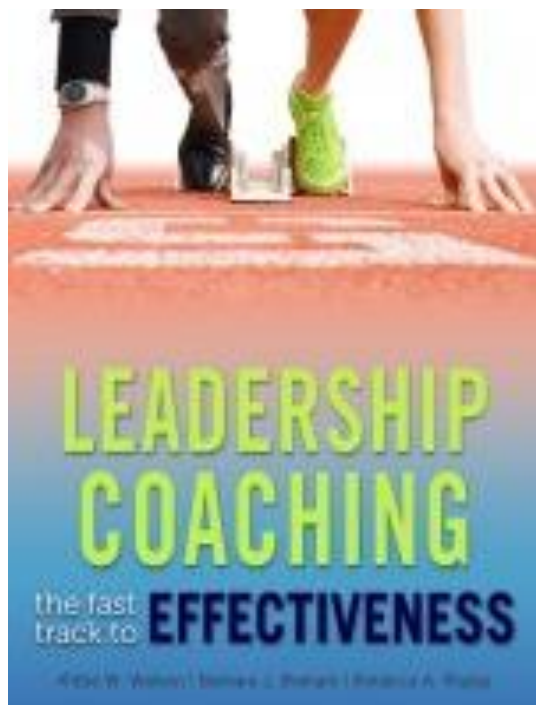
- Most extensively researched, Harvard-tested vertical development assessment tool (Torbert and Barker)
- Introduction to vertical development with leadership maturity framework
- Customized, personalized stage profile
- Certified rater scoring, comments and recommendations
- Specific practical steps for “growing edge” development



MyWorldView® (AI-scored)

- First validated and reliable AI-scored vertical measure (Bill Torbert and Elaine Herdman Barker)
- Based on over 50 years of research
- Identifies a range of seven action logics or stages
- Offers self-paced online learning approach and tool
- Teaches how to increase awareness of self, relationships and organizational systems





By Kittie W. Watson, Barbara J. Braham, and Rebecca A. Ripley

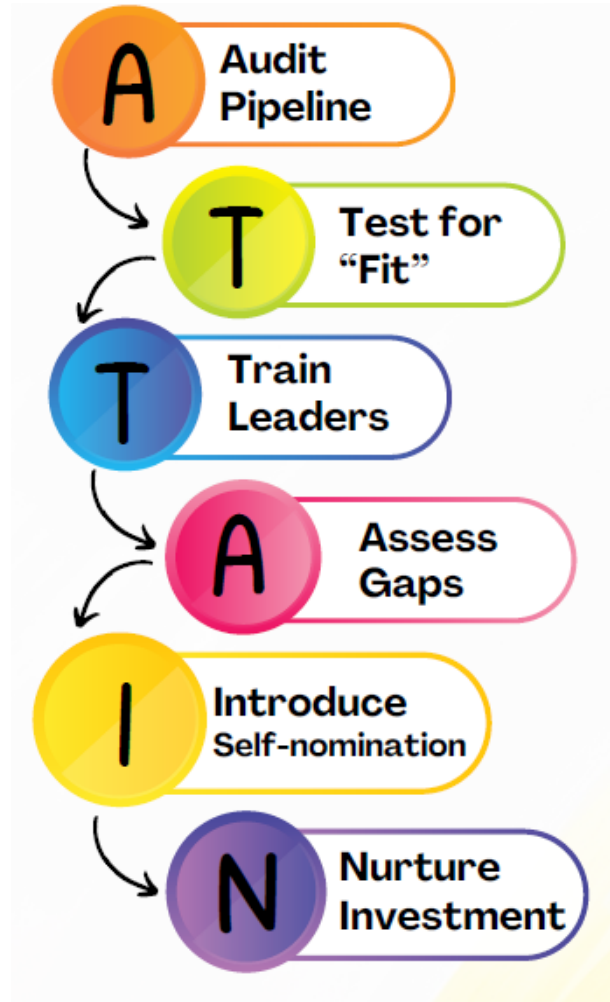


Talent Development: Leaders and Managers



Develop next generation Support & retain middle managers

- Navigate complexity & solve problems
- Develop vision, priorities & goal-setting
- Expand self-awareness
- Communicate to influence with listening and feedback



Case Study:

Middle Manager Initiative



Innolect - Equip Managers in the Middle

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Building Opportunities for Learning and Change

Coaching Services with measurable Results

- Executive Coaching
- Group and Team Coaching
- Cohort Engagement Coaching
- Transition Coaching to new roles
- Leadership Transitions – Retirement, next chapters and beyond
- *Sustainable Legacies™* Coaching

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Proprietary Programs



“Leaders are carriers of culture (vision, values and behaviors) and are what set great from good organizations apart.”

Case Study:

[Inclusive Leadership Training - 1500 leaders](#)



[Innolect - Build a Culture of Belonging](#)

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Executive Coach and Consultant Team

Experience you can trust

- Senior Level with advanced degrees
- Former executives who managed P&Ls
- Minimum 10 years of experience working with senior leaders
- Experts in Vertical Stages of Development
- Coaching Certification Program Faculty



Review Video Bios on Website:

<https://innolectinc.com/about-us/innolect-team/>

ICF and Innolect Certifications

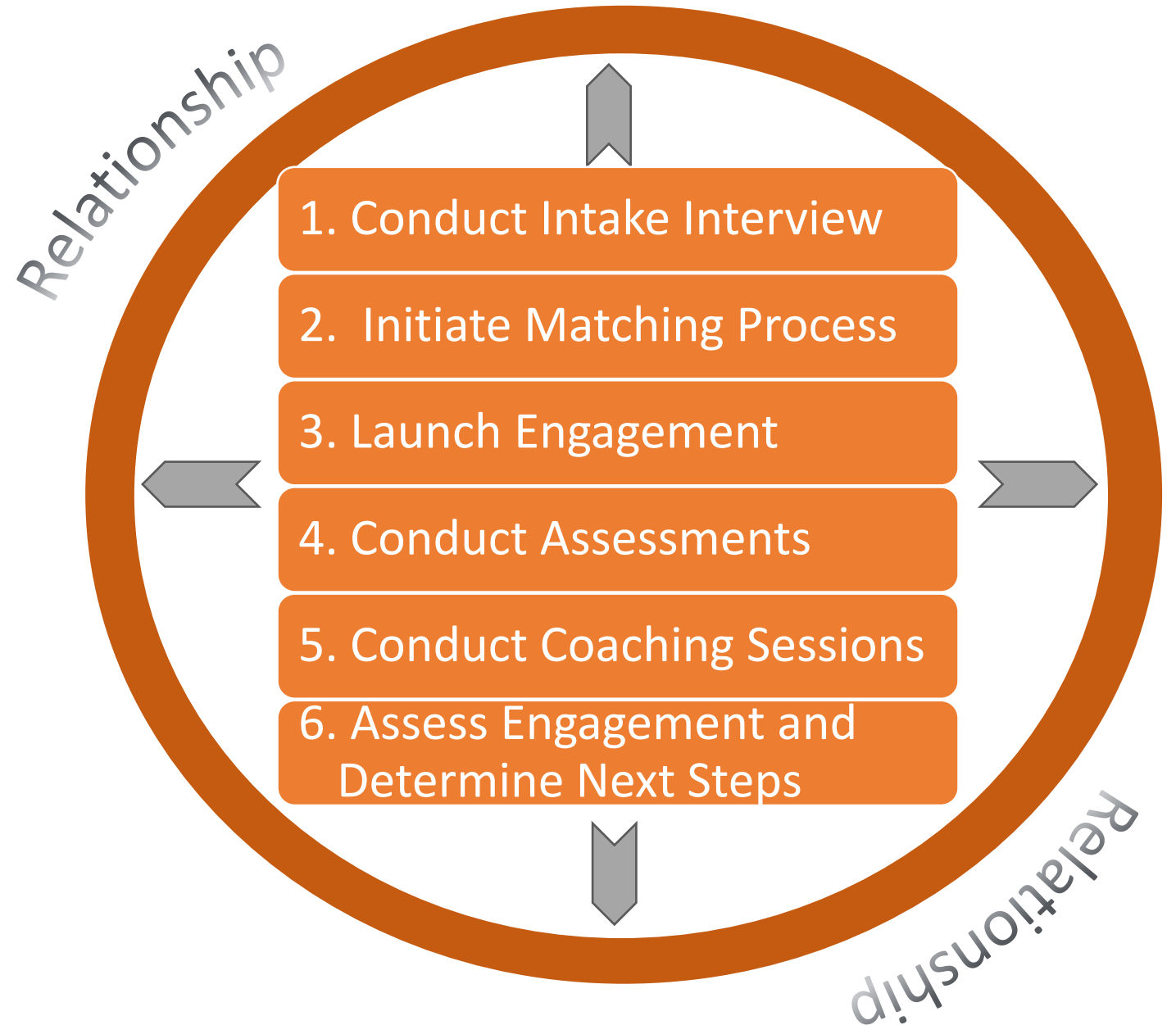
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Innolect Coaching Protocol

THE CONFERENCE BOARD



Gold Book Award for Executive Coaching Model with



Development Themes

Influence and Impact

- Networking
- Strategic Relationship-building
- Influencing others
- Collaborating with Others
- Communication – Inquiry vs Advocacy
- Presentation Skills



Development of Others

- Increasing Accountability
- Developing Others
- Giving and Receiving Feedback
- High-Performance Team Development
- Delegation
- Talent Assessment



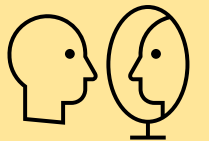
Vision, Priorities and Goal-setting

- Visioning
- Strategic Planning
- Navigating complexity and polarities
- Systems Thinking
- Essentialism



Self-awareness

- Over-functioning (responsibility/burnout)
- Self-care
- Clarifying purpose
- Work-Life Integration



For More Information

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Innolect - Collaborative
Innovation with Clients



[Innolect – Retain Talent: Create a
Belonging Eco System](#)



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