

ELEVATE™

Group Coaching



OBJECTIVE LEADER

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WHAT IS GROUP COACHING?

Group coaching brings together individuals who share a common development interest, experience or capability need. Through coaching, reflection and peer support, participants work toward their individual goals and maximise their personal and professional potential.  - **International Coaching Federation**

Elevate™ enables leaders to learn alongside others while applying the coaching to their own role, challenges and workplace context.

Outcomes

- ✓ **GREATER SELF-AWARENESS** — Understand strengths and development priorities
- ✓ **STRONGER ACCOUNTABILITY** — Maintain momentum toward individual goals
- ✓ **BROADER PERSPECTIVES** — Learn from different experiences and viewpoints
- ✓ **WORKPLACE APPLICATION** — Turn insights into practical action
- ✓ **LEADERSHIP CONFIDENCE** — Approach challenges with greater clarity
- ✓ **LEADERSHIP CAPABILITY** — Create sustainable changes in behaviour



WHO IS ELEVATE™ FOR?

Elevate™ is designed for groups of leaders who share development needs but do not necessarily work together or hold collective responsibility for the same outcomes.

It is particularly effective for:

- Emerging and frontline leaders
- Leaders at similar organisational levels
- Cross-functional leadership cohorts
- Talent and succession programs
- Newly promoted leaders
- Leaders navigating similar workplace challenges
- Geographically dispersed leaders
- Organisations building a shared leadership language



A group, not necessarily a team

Participants are connected by common development needs. Each person establishes and progresses their own leadership goals.

THE ELEVATE™ JOURNEY

- 1 Onboard**
Introduce the program and show participants how to use the coaching platform. **30 mins**
- 2 Engage**
Meet the coach, establish the group coaching agreement and select five shared competency areas. **60 mins**
- 3 Coach**
Explore real leadership challenges through coaching, reflection and peer perspectives. The selected competencies provide a springboard - not a prescribed curriculum. **90 mins x5**
- 4 Reflect**
Review individual achievements, consolidate learning and agree on how development will continue. **60 mins**



FOCUS AREAS

A launch pad, not a curriculum.

During the engagement process, participants work with their coach to agree five shared development priorities. These provide an initial focus while allowing the coach to respond to individual goals, workplace challenges and what emerges within the group.

Optional assessment add-ons

Where appropriate, Elavate™ can incorporate the Objective Leader Assessment (OLA). These insights provide a valuable starting point for team coaching conversations while complementing, not replacing, the coaching process.



LEAD SELF

- Leadership Essentials
- Personal Leadership
- Emotional Intelligence
- Managing Time & Priorities

LEAD OTHERS

- Effective Communication
- Courageous Conversations
- Delegating to Empower
- Coaching & Developing Others

LEAD TEAMS

- Performance Leadership
- Leading Through Change
- Leadership Transitions
- Strategic Thinking

CLIENT SUCCESS STORY



Emerging Leaders

Solution:

ELEVATE™
GROUP COACHING

CHALLENGE

iQumulate wanted to develop emerging leaders across different functions while strengthening cross-departmental relationships, communication and leadership confidence.

APPROACH

Objective Leader's Elevate™ program brought eight participants together for facilitated group coaching focused on shared challenges, practical reflection and applying new approaches in the workplace.

OUTCOME

All survey respondents were satisfied with their growth, wanted to continue coaching and rated their likelihood of recommending the program at an average of 9.3/10.

Participants reported greater confidence, stronger cross-functional relationships and more effective communication in challenging situations.

CLIENT QUOTE

"Elevate strengthened connections across the business while giving our emerging leaders greater confidence and practical tools to communicate, collaborate and lead more effectively."

Brett Bastow

Head of Human Resources, iQumulate



OBJECTIVE LEADER

LET'S GET
STARTED!