



James Leadership Group

Reimagining Leadership, Reframing Organizations



Case Study

Leadership Development

Health Services

Client

Chief of the College of Medicine at a major U.S. medical university

Challenge

Medical executive needed assistance in making a successful transition to his newly appointed position, including:

- Addressing specific performance problems
- Developing leadership skills
- Analyzing issues
- Generating and testing courses of action
- Moving towards plan execution

Approach

We applied the JLG approach to leadership development and coaching, taking a “co-active” role to engage a combination of mentoring, professional development and support offered through a one-on-one relationship between coach and executive. The client created his own agenda, while JLG provided deep listening, powerful questions, tools and experience to facilitate goal achievement.

Solution

This approach allowed the client and coach to co-design a leadership development experience to fit the executive’s specific needs and aspirations, including:

- Identifying and executing plans of action to address challenges and opportunities of new leadership role
- Addressing interaction styles among stakeholders to build a more effective organization
- Enhancing client’s leadership capacity
- Exploring leadership strengths for growth and development
- Addressing assessment outcomes, client’s focal issues and other opportunities as they arose during the coaching process

Results

JLG helped the client successfully transition to his new role, by:

- Clarifying values
- Articulating goals
- Defining strategies
- Deepening leadership development
- Challenging him to his vision

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