



## High Performance Coaching

### Why coach collaboration and self-sufficiency in the face of change?

**Lead Together For Change™ (LTC™)** coaching programs have one single purpose:

“Coaching that enables and empowers you, your organization and your teams to become and be self-sufficient leaders and co-leaders of change”

My sole objective is to support you in acquiring the **know-how** and **self-confidence** to individually and collectively decide of, plan, take charge of and be in complete control of your collective projects and other change endeavors.

**LTC™** coaching supports you in learning **how to** effectively:

- Start by yourselves your projects and other change initiatives on the right foot
- Keep your change initiatives on track using your own detailed plans and the governance mechanisms that you choose
- Accelerate and maximize the value expected from your change initiatives, as well as optimize individual and collective benefits for all concerned

[Kotter](#), [Senge](#), [Owen](#), [Holman](#), along with other world-renowned experts on change, have documented and confirmed that most “top-management-designed” and/or “consultant-led” change endeavors give disastrous results. Change initiatives that do not involve employees,



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collaborators, partners, team members, and other stakeholders affected by the changes contemplated, are either complete failures or return very little benefits for what was invested in time and resources.



In most non-life threatening situations, “nobody can decide for anybody else if, how and when one will change”. Many conditions are required for any positive collective change to succeed and provide sustainable benefits to all concerned. At least three of those conditions are unescapable:

- (1) A collective desire to change (we all have a reason to change, a WHY)
- (2) A collective, shared vision of the outcome of the initiative (we all see the same destination, the same objective, WHAT this change is all about)
- (3) A collective strategy and agreed upon plan of action (we all agree on HOW this change will be done and on WHO will be responsible for each element of the plan)

Once it is confirmed that condition (1) is there, through your own diagnosis or one done for you by [me](#) or another external consultant, I can work with you as a coach to show you **how to**, and support you, as you put in place conditions (2) and (3) and the [other ingredients](#) that will make a durable success of your change endeavors. Not only do I coach you on a given change project, I do it in such a way as to:

- Make you self-sufficient
- Make you able to integrate and use those new skills on all future change initiatives, without or with very minimal coaching and guidance from an external coach

## Why hire me as your coach?

I have coached and still coach individuals, teams from 4-5 people to more than a hundred people on specific projects, as well as managers and employees of large organizations with hundreds to many thousands of persons, in the case of major organizational changes.

My work as a professional and personal coach have contributed, among other things, to the accelerated emergence of important collaborative cultural changes, in association with the



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successful implementation of new, more effective and high performing project, program and project portfolio management processes and structures.

I have done that in multi-thousand-employee organizations, with multi-billion-dollar project portfolios. I have also coached smaller organizations, as well as individuals and small teams, on smaller change endeavors. I always do it with the same renewed enthusiasm and desire to serve, for **all my clients are important and are considered and treated with equal respect and gratitude.**

## How do I coach you?

All LTC™ coaching programs are based on time proven agile and lean values, principles and best practices. With the support, when required, of complementary formal training activities, I promote and foster, as your coach:

- The emergence of a collaborative culture, by using my own collaborative accelerated change methodology, [Changeboxing](#), and training you to be self-sufficient and be able to use this methodology on your own.
- The development of your autonomy as change leaders
- Spontaneous self-organization
- Your complete self-reliance for the planning and successful realization of the majority of project/change endeavors you will encounter in the future

With me as your coach, you learn to **master by yourself the art of collective change management** through:

- Learning by doing it yourself, **how to use**, leverage and integrate in your work highly effective agile/lean, co-creative and collaborative project management best practices
- Learning, **how to use** on your own the Changeboxing methodology to accelerate and maximize the benefits of your projects and other change endeavors
- Learning, as you lead together change, **how to apply** essential co-leadership values, principles and key collaborative behaviors
- Becoming, as you take collective leadership of your actions, high performing, the best organizations, project teams and leaders in your field of work.





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## What do I offer as a coach?

I offer **customized, immediately actionable** coaching on all that involves project and change management, whatever your field of work and expertise:

- Private businesses
- Governmental agencies and entities
- Not-for-profit organizations
- Communities, Groups and Teams of all kinds

**LTC**™ coaching programs include, as needed, face to face and/or virtual coaching assistance to a whole organization, to teams and/or to individual team members and team.

As your coach, I share with you and support you in developing YOUR agile, collaborative mindset and the collective values necessary for you and your co-journeymen to thrive in both business and personal endeavors.

I will transfer to you an agile mindset that will empower you with the fundamental beliefs, values, focus, skills and know-how to consistently achieve and sustain the results you expect in all facets of your professional and personal life. As your coach and fellow co-creator, I will challenge and support you in developing and applying the skills and tools that will make you happier as you attain your goals.

I have no doubt that I can coach you, your organization, your collaborators and teams to become high performing change leaders and teams that:

- Succeed in the face of permanent change
- Deliver maximum benefits to all concerned

I have this certitude, because I have seen it happen in the past, and also because I have complete confidence in your abilities to collaborate and lead together to success any of the changes/projects that you will desire and accept to tackle together.

It is a great honor and a privilege for me to be of service to you. And it is both with great humility and pride that I offer to contribute to your success my practical experience and coaching skills in project and change management.

We can meet face to face if I am close by. If I am not, we can meet by telephone, by skype or video conferencing to discuss your coaching needs, the customization necessary to meet these needs, pricing and conditions.

**Call me: (514) 993-4959**

**Skype me: [LeadTogether\\_ForChange](#)**

**Email me: [leadtogether@ClaudeEmond.com](mailto:leadtogether@ClaudeEmond.com)**