



Executive Leadership Development Coaching

The head of any school has the daunting responsibility of overseeing the entire operation of the school while balancing the relationship with, and accountability to, the board overseeing the school. Many heads of schools took an organic route to obtaining their current position, often rising through the ranks of having once been a classroom teacher or a lower-level administrator. It is common that heads of school often find themselves without the developed skills to sustainably and successfully work with the board and the organization of administrators, teachers and assistants, to achieve sustainable results.

Without developed skills as an organizational leader, many schools limit their level of achievement. This often occurs because the vision set by the board is not effectively communicated and aligned within the often long-held functioning and communication of the organization. When working with these schools, we have noticed a pattern in staff members; they don't know exactly how their role contributes to the organizations ability to achieve their desired outcomes. Creating alignment and effective communication between all the members of the school, establishes an environment for growth and success.

e.Merging coaches heads of school to achieve productive relationships with all stakeholders, and produce results that align with organizational expectations. Organizational leadership is a skill that can be developed and enhanced. Working 1:1 with an e.Merging Executive Leadership Development Coach provides you with:

- A vital partner committed to your success, professional growth and development
- A rigorous process designed to both challenge and support you
- An education in development and organizational leadership skills
- An accountability structure to enhance your integrity as a leader

Without learning there is no innovation, only responding.
Without learning there is no progress, no building on previous ideas, no personal development and therefore, no contribution. When we are learning, we are growing, and when we are growing, we have something to offer.

Great coaching is about asking you the right questions in the right moments from a place of real competence, so that you become a better leader for the sake of your school, your staff, your parents, and the community. Effective coaching helps you build a school culture based on the principles of shared ownership and accountability.

“Leadership coaching is needed today more than ever as a critical tool for organizational change. Change is essential for organizations to grow and adapt to today’s rapidly shifting marketplace, yet people and organizations are naturally resistant to change. Leadership coaching can facilitate productive change in persons, teams, and systems by enabling leaders, managers, and employees to uncover potential that might otherwise go untapped.”
Georgetown University

TESTIMONIAL

“After four years into our work, my school is flourishing. Not only have we refinanced our building and added an Elementary program, my leadership team is working in alignment and I am having fun!”

Nancy James

Montessori Academy of Colorado