



**The Integral Business Leadership Group**

Leadership & Organization Consultants

## **Integral Leadership Coaching**

*Evolving The Next Generation of Leaders*

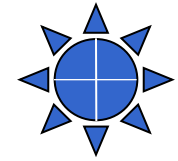
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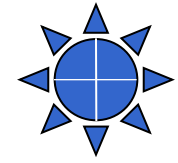
## Why Integral Coaching?

“Integral” means comprehensive, whole, all-inclusive, complete.

Consistent with this, Integral Coaching® refers to a way of developing leaders that is whole, complete and integrated – for lasting powerful transformational change.

## APPLICATIONS

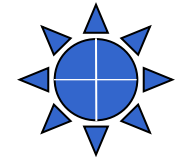
- Corporate Leadership Development Programs
- Individual & Team-based Leadership Coaching
- Organizational Culture Transformation



# Benefits of Integral Leadership Coaching

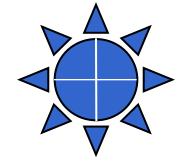
## Integrates Individual AND Organizational Needs

- Builds the unique leadership capacities of **each** executive in support of the strategic leadership needs of the organization – enhancing the performance of both.



# Benefits of Integral Leadership Coaching

- Enhanced ability to manage complex challenges with greater ease, balance, energy and focus.
- Expanded capacity to lead in ways that is more collaborative, engaging and inspiring.
- Reduced expensive turn-over because the right people want to stay as they feel supported and valued.
- Increased capacity for creativity & innovation.
- Becoming the employer of choice for leaders looking for a corporate culture where passion & performance are valued.



# Benefits of Integral Leadership Coaching

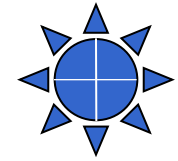
## What Clients are saying:

“I benefited strongly from the coaching in that it allowed me to successfully adapt to and work in a very controversial and stressful environment and produced very positive long lasting results.”

“Our work impacted in a positive way my work and personal life. I highly recommend it... without hesitation and with great confidence. You'll enjoy the journey.”

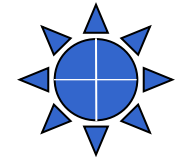
“This program has had a profound impact on my life and those around me. I am truly fortunate to have gone through the program and can't say enough about it.”

“I was able to step into a fuller sense of my authentic self and to further unfold and actively pursue my life's work.”



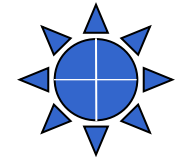
### From “Where You Are” ....

- Seeing yourself in the **Present** -- Gain a comprehensive understanding of where the leader is right now ... that is, the leader will see the ‘Current Way of Leading’ up to now.
- The leader’s ‘Current Way of Leading’ is illuminated in a way that identifies what is working as well as what is no longer working and the capacities that need to be developed for optimal performance.
  - ❖ What needs to be accomplished to realize their greatest leadership potential?
  - ❖ What is limiting the realization of this potential?
  - ❖ What are the underlying reasons (current patterns, habits, etc.)
  - ❖ What are the biggest leverage points & unique path forward?



### .... To “Where You Need To Be”

- Realizing the **Future** – The path forward will leverage each leader's strengths and address his/her unique developmental needs step-by-step with the help of a Certified Integral Coach™.
- Over time, the leader will build new capacities (“muscles”) to lead in a ‘new way’.
- The result is lasting powerful transformation.

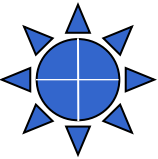


# INTEGRAL COACHING METHOD

## Key Activities

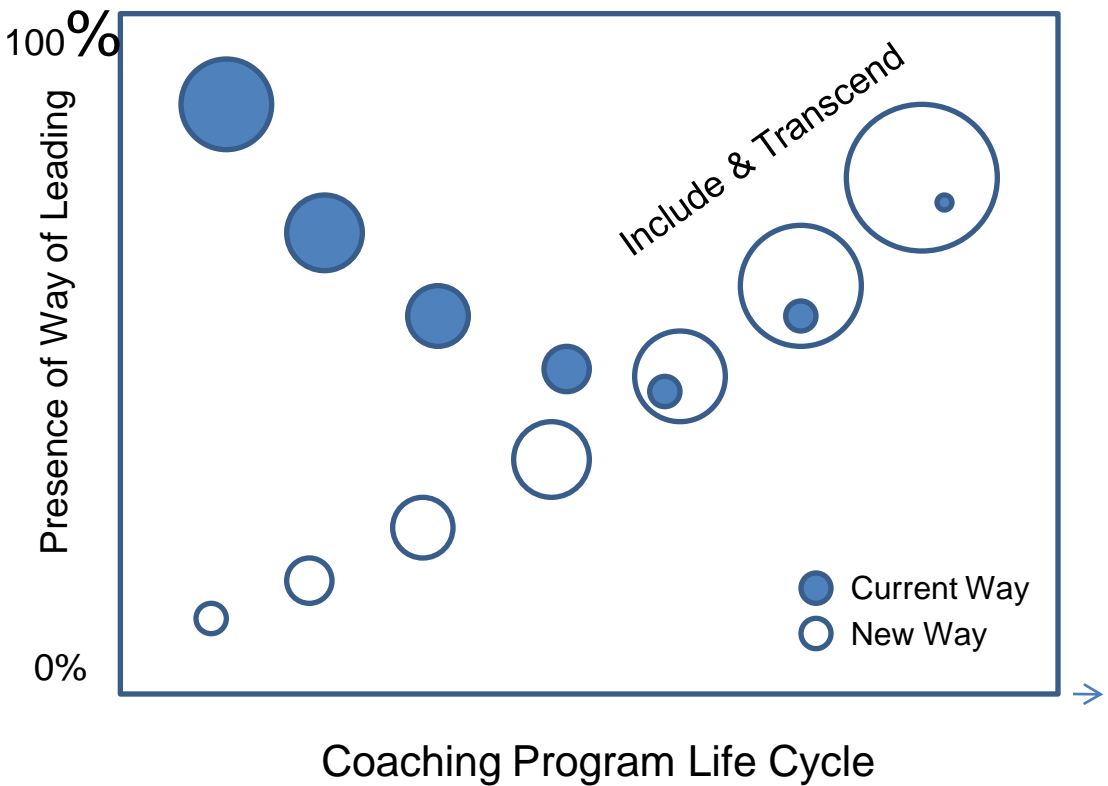
One-on-one meetings in which leader(s) and coach:

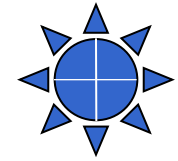
- Clarify goals & objectives
- Illuminate Current Way of Leading --'blind spots' and current patterns & habits that have kept you from realizing your highest potential
- Offer of 'New Way' with uniquely crafted action steps for learning, reflection and performance
- Thought-provoking conversations that raise awareness of limiting beliefs & actions and guide/motivate you to perform to your highest potential
- Practices between sessions uniquely designed to build and sustain new capabilities to realize the Coaching Objective



# INTEGRAL COACHING METHOD

## Approach To Change: "Include & Transcend"





# INTEGRAL COACHING METHOD

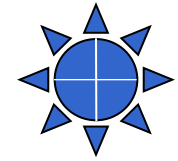
## Process Overview

### Session 1: Professional Exploration

- Approx. 1.5 hours
- Clarify Coaching Objective
- Create understanding and insight from multiple perspectives

### Session 2: The Road Map – Coaching Program

- Approx. 1.5 - 2 hours
- Confirm Objective
- Current Way of Leading illuminated/explored
- New Way of Leading introduced/explored
- Developmental Objectives discussed (the capacities or “muscles” needed to move from Current Way to New Way of Leading and to accomplish the Coaching Objective)
- Offer of Coaching Program
- Offer of first Practice(s)



# INTEGRAL COACHING METHOD

## Process Overview

### Developmental Conversations

- Approx. 1 – 1.5 hours
- Every 2-3 weeks
- Review insights/experiences with assigned Practices\*

### Completion

- We will synthesize your accomplishments and make additional recommendations to ensure your continued success.
- \* Each Practice typically requires
  - 10-15 minutes of journaling once per day and once per week
  - The time for Practices can vary from a few minutes per day to 1 hour per day depending on the type of practice & client schedule