



Leadership Development Programs

For Individuals, Teams and Groups



Empowering leaders to take action on what matters most.

LegatoCoaching.com

Why invest in leadership development programs?

Multinational companies face significant challenges and complexity and demands are continuously growing:

- ✘ Aggressive competition threatening constantly to erode your market share.
- ✘ More sophisticated clients demanding innovation and a better service experience.
- ✘ Limited financial resources requiring more productivity in your current operations and consistently seeking growth opportunities to leverage your current talent and asset investment.
- ✘ Perpetual need to attract, develop and retain talent to create an optimal organizational culture to meet your business goals.

Behind every major element of success for a company is their people: developing a winning strategy, flawless execution, a great product launch, world-class productivity...The more a company prepares their leaders the better the chances of success.

Legato Coaching is a leadership development firm partnering with multinational companies to develop mindful leaders from their top talent and equip them to lead global teams and thrive in highly demanding and complex roles.

All our leadership development programs are customized to adapt to the situation of the leader and meet the objectives of the company, to create a unique transformational experience for the leader and deliver sustainable results for your company.

Who benefits the most from our programs?

Situation	Objective
Leaders working in highly complex and demanding jobs	Find balance, deliver greater performance and develop new skills to promote into larger responsibilities.
Leaders with international or global responsibilities.	Develop competency of leading cross cultural teams and be successful in a role with global responsibilities.
Leaders in expatriate assignments (working outside of their home country).	Deal successfully with cross cultural complexities, reduce the learning curve of the new business, deliver greater performance and maintain balance between career and personal demands.
Integration Manager and the Leaders of a recently merged or acquired company.	Manage stress and complexities of the due diligence with expertise, expedite the integration and increase the value capture.





What are our areas of expertise?

1. **MINDFULNESS.** Research has found a strong correlation between mindfulness and effective and successful leaders.
2. **GLOBAL MINDSET.** This competency is key for success for leaders with cross-cultural teams and global responsibilities
3. **BALANCE & FULFILLMENT.** Research has proven that leaders with higher balance and fulfillment in their life are more productive, creative, loyal and deliver greater results for their company.



What results can you expect?

Our programs are designed to generate results as a consequence of modifying your attitudes and behaviors and increasing your commitment and energy to take action on what matters most to you and your company.

Results for the leader (the coachee) :

- ☒ More impactful and efficient decisions.
- ☒ Increased productivity in yourself and your team.
- ☒ Faster and easier conflict resolution.
- ☒ Improved relationships.
- ☒ Better stress management.
- ☒ Improved mood and wellbeing.

Results for the Manager of the coachee:

- ☒ More productive business (improved yields, more creativity).
- ☒ More engaged team (reduced turnover, increased loyalty, greater contribution).
- ☒ Improved results (less waste, better decisions).

Results for the Human Resources Manager:

- ☒ Developed talent for greater contribution.
- ☒ More engaged workforce.
- ☒ Reduced costs and work on hiring and on-boarding because of less turnover.

Results for the company:

- ☒ Improved results (lower costs and increased profits).
- ☒ Better execution of the business strategy and higher % of value capture and goals achieved.

At Legato Coaching we acknowledge that our actions are the expression of who we are. While we can learn to do things, it is not until they have been rewired into our inner motives and beliefs and incorporated as who we are that the new behaviors and actions will become habits and will be sustainable over time.

What makes our programs different?

FOCUS. We design and implement custom leadership development programs to:

1. develop mindful leaders from your top talent,
2. equip them to lead global teams and
3. enable them to thrive in highly complex and demanding roles.

FORMATS. We utilize different formats:

1. Individual programs
2. Team programs
3. Master minds (groups)



APPROACH. During our programs you will:

1. Develop a deep **AWARENESS** of who you are and why you act the way you do.
2. Increase consciousness of your **ATTITUDES** and **BEHAVIORS** to choose those that better serve you.
3. Augment your emotional, intellectual, physical and spiritual intelligence to maximize your **ENGAGEMENT**.
4. Generate sustainable drive and powerful energy to **TAKE ACTION** on the areas that matter most to you and your business.

COMPONENTS. Each program includes 3 key components:

1. **ASSESS.** You will take an attitudinal assessment, Energy Leadership Index. Its interpretation, will show what is your current leadership ability, your level of engagement in life and your level of consciousness.
2. **LEARN.** You will understand the concepts of the 7 levels of Energy Leadership™ and how they are related to leadership excellence. You will then learn how to shift your energy to present yourself in a way that inspire greatness in others.
3. **INCORPORATE.** During the coaching sessions, we will use the Core Energy Coaching™ process to maximize your commitment and energy to enable you to take action on what matters most.

CUSTOMER ORIENTED.

- ☒ We use an integrated **methodology** and a proprietary framework to assure a transformational experience for your leaders, and extraordinary and sustainable results for your company.
- ☒ Our **coaches** have the experience that is **relevant** to you: expertise as professional coaches and business experience from having been executives in multinational companies with global responsibilities.
- ☒ We develop **customized programs** (content and duration) designed to meet your unique needs and goals.
- ☒ **Flexible scheduling** to adapt to your busy agenda. Sessions are done via phone or video conference so you never have to miss a session when you are on the road.
- ☒ Services can be performed **in English, Spanish and Portuguese.**

Who are our clients?

We have coached senior leaders with long careers with multinational companies like Cargill, General Electric, Honeywell, Microsoft y Pricewaterhouse Coopers, with responsibilities in General Management, Finance, Sales and Marketing.



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PROGRAM DETAILS



Type of Programs

i. Individual programs	ii. Team programs	iii. Master minds
Business leaders	Due Diligence team of a recently acquired business	Business leaders
Company leadership team	Leadership team with a new Head	Integration and Due diligence Leaders
Functional regional leaders		Function leaders
Integration and Due diligence Leaders		
Emerging Leaders		
Leader in expat assignment		

Individual Programs

Objectives	Elements	Results	Duration	# of pers.
Accelerate the development of leadership skills	Energy Leadership self assessment and 360	Greater influence in the adoption of change initiatives	7 - 12 months	1
Develop multicultural competence	Gather input from key stakeholders and direct reports to align objectives of the program and confirm the potential impact.	Increase productivity	1 hr. sessions	
Improve collaboration, communication and execution	Shadow leaders in meetings to gather first hand input	Faster conflict resolution	2 times per month	
Build high performing teams	Individual Coaching	Develop talent for greater contribution		
Transfer of best practices	Share and discuss relevant leadership topics	Improve decision making		
Accelerate the learning curve in a new assignment	Tools and Exercises to develop new attitudes and behaviors	Adapt faster to the new environment		



Team programs

Objectives	Elements	Results	Duration	# of pers.
Accelerate team building and effectiveness	Energy Leadership self assessment and 360	Capture a greater % of synergies	6 - 12 months	3 to 10
Build a high performing team	Team coaching	Faster conflict resolution	1 hr. sessions	
Improve collaboration, communication and execution	Share and discuss relevant leadership topics	Faster integration of recently acquired companies	2-4 times per month	
Develop an organizational culture that fosters growth, profitability and innovation	Tools and Exercises to develop new attitudes and behaviors	Retain key personnel from acquired company and migrate talent between companies.		
		Improve decision making		
		Increase engagement		
		Improved change management		
		Increase productivity		
		Transfer of best practices		

Master Minds

Objectives	Elements	Results	Duration	# of pers.
Develop best practices	Energy Leadership self assessment and 360	Accelerate learning curve	6 – 12 months	3 to 10
Resolve challenges with the group participation	Discussion of opportunities and improvement actions	Sharing of best practices	1 group meeting per month 1-2 hr. meeting	
	Share and discuss relevant leadership topics	Increase collaboration between group members	Once every 3 months	
	Facilitation of group discussions	Build a new support system with individuals in similar roles		
	Individual coaching		1 session per month, 1 hr.	





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LEGATO
COACHING

Empowering leaders to take action on what matters most.

At Legato Coaching we dream of a world where successful leaders are role models of meaningful and happy lives. Where leaders are sought after for their wisdom and care for others and have inner peace from knowing they are living on purpose. A world where leaders make impactful positive contribution to the world.

We believe that the most successful companies will be those who are willing to invest in their people and play a key role in this transformation.