



Leah M. Joppy & Associates
Leadership Coaching Programs

Our Approach

We utilize the International Coaching Federation's approach to coaching: LMJA coaches partner with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. LMJA coaches strive to create a supportive and encouraging environment where coachees feel empowered and free to communicate so the coaching experience will be successful and rewarding for the client. Our coaches are ICF certified at the ACC, PCC or MCC level.



Program Options

Tier 1

- High-achieving admin staff
- Entry-level technical staff
- Recent college grads, interns or participants in the federal Pathways Programs
- Employees in entry-level positions or federal GS-5 to GS-7
- Employees in career ladder positions or federal GS-5/7/9

Tier 2

Employees in mid-level positions or federal GS-8 to GS-12

Tier 3

Employees in top-level supervisory positions or federal GS-13 to GS-15

Tier 4

Employees at Executive Level or federal Senior Executive Service



Team Coaching Available



The benefits of coaching are many. **80%** of people who receive coaching report increased self-confidence. Over **70%** benefit from improved work performance and relationships and more effective communication skills. **86%** of organizations report they recouped their investment on coaching. (Source: International Coaching Federation.)



Benefits of Coaching

- ✓ Increased career opportunities and retention
- ✓ Understanding of organizational culture and the importance of networking
- ✓ Becoming a more confident and empowered decision-maker
- ✓ Becoming a greater contributor to the team and organization
- ✓ Increase in taking responsibility and accountability for actions and commitments
- ✓ Ability to work more productively with peers and supervisors
- ✓ Ability to communicate and manage conflict more effectively



All coaching engagements include the following:

- ✓ Confidential sessions conducted via phone or VIRTUAL platform utilizing Zoom or MS Teams
- ✓ Focused and tailored 1:1 sessions
- ✓ Relevant and reliable assessment tools to maximize self-awareness and to facilitate a solid foundation for coaching
- ✓ Start up and closeout sessions with client and manager (if applicable)
- ✓ Candid and honest feedback and thoughts
- ✓ A Developmental Plan designed to encourage participants to stretch outside of their comfort zone and achieve their desired career goals



Duration

A typical coaching engagement is ten, 45-minute sessions. Duration can be tailored to individual requirement.



Tools

Often our coaches will recommend incorporating an assessment tool into a coaching engagement to provide context, increase self-awareness and establish a baseline of understanding. We successfully utilize the following tools:

MBTI Step 1 and 2	FIRO B
Gallup StrengthsFinder	Strong Interest Inventory
DiSC	Communication Styles
Ntrinsx	EI: EQi 2.0, Bar-On
Hogan	TKI
360 Assessments: Benchmark, Voices, Leadership Versatility, 360 by Design	

