



# Integral Developmental Coaching



INTEGRALIS  
CONSULTING



# INTEGRAL DEVELOPMENTAL COACHING

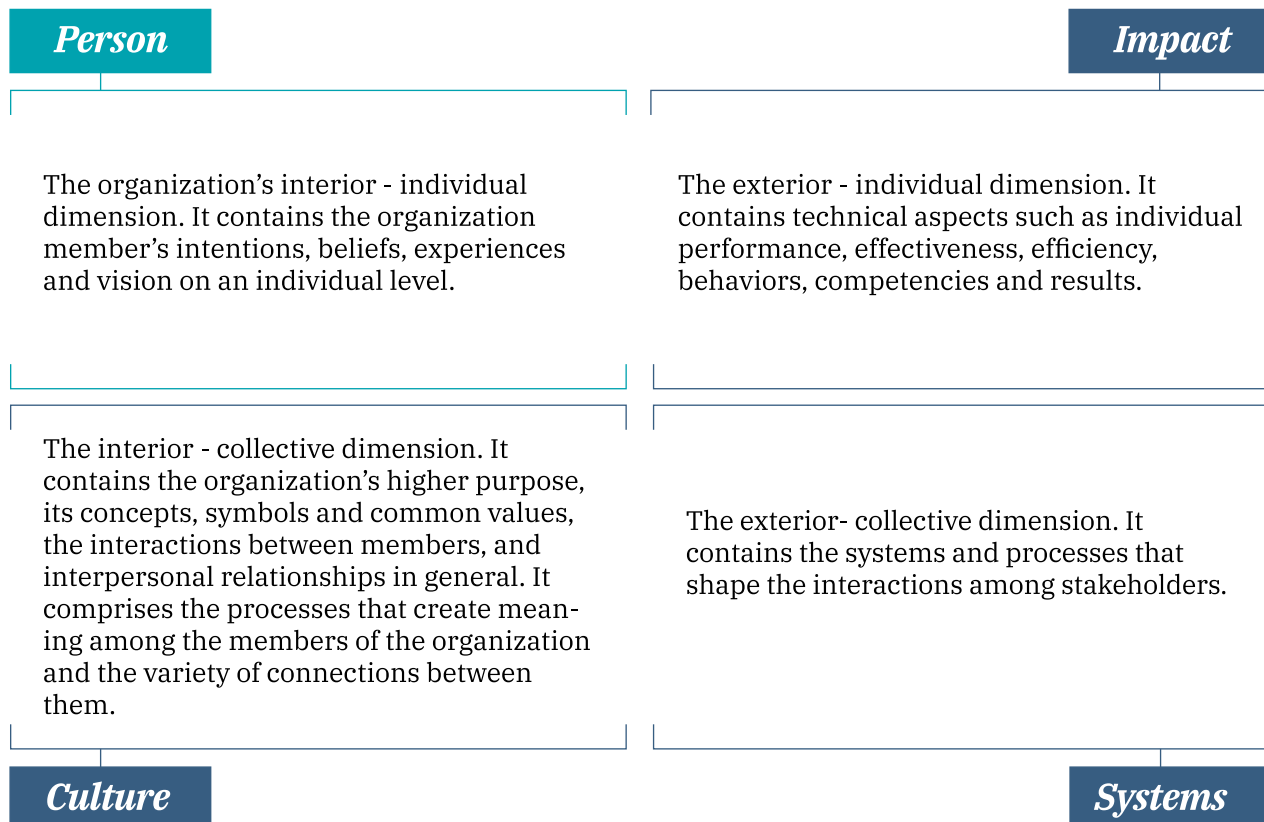
## Context

One of the greatest challenges leaders face today is to navigate the complexity and uncertainty of an environment in constant change. The conventional leadership style (based on command and control) that successfully led organizations to where they are today will not be enough for the challenges ahead. Now it's time for a new leadership style, one that is more integral, mindful, agile and capable of transforming complexity into opportunity to create value for the organization, stakeholders and leaders themselves.

The goal of the Integral Developmental Coaching process is to help leaders build a complete, comprehensive and integral perspective of themselves, so they can envision and reach their next development level. We support leaders through their developmental journey, providing them tools to face challenges in a way that is meaningful for them, effective and constructive for their cooperation with others, and valuable for the organization.

## Opportunity/Problem APPROACH

We deliver a complete, comprehensive and integral approach from a four quadrant perspective.



Through this approach, we aim for the Coachee to develop an integral perspective and gain consciousness of his or her mental structure and the impact of his or her behaviors on each of these dimensions.



# What do we do?

Through in-person and virtual support from a specialized integral developmental coaching consultant, we help leaders to:

- Go through an experience of personal growth, development and transformation aimed at maximizing their effectiveness as leaders and as people.
- Respond to a challenging context in a way that generates value at a personal and organizational level.
- Acquire tools to face business, teams and individual challenges in a better way.
- Identify learning gaps and define strategies to close them.
- Develop skills that enable them to boost their productivity and effectiveness in a context of uncertainty.
- Become aware of how their behaviours impact the organization, their teams and their personal effectiveness.
- Align personal objectives with the goals of the organization.

## How do we do it?

### Stage 1, DIAGNOSIS

[Duration: 1 month]

#### • Session 1. Kick-off between Coach and Coachee

- In-depth interview between Coach and Coachee to identify the Coachee's perspective about himself.
  - *Interview duration: 1 hour*

- In this session as well, the Coach asks the Coachee for contacts who will be interviewed as part of his or her coaching process:
  - Up to 5 people in the coachee's personal and professional circle.
  - The Coachee may choose up to 12 professional raters to answer the LSI™ questionnaire (Life Styles Inventory).

- Finally, it is recommended that the direct manager takes part in the last 30 minutes of the interview, so that Coach, Coachee and Manager can define together the objectives of the coaching process.

#### • Individual interviews between the Coach and each of the Coachee's references.

- *Interview duration: 1 hour.*

#### • 360° LSL Tool Kick-off. LSI™ (Life Styles Inventory)

- The LSI™ (Life Styles Inventory) is a tool developed by Human Synergistics that:
  - Measures the perception of individual behavior.
  - Measures the current level of effectiveness based on 12 patterns or styles of thinking, behaving and interacting.
  - Identifies strengths and development opportunities.
  - Create awareness of constructive behavior.
  - Helps to open the learning gap.
  - May be applied to every person in the organization, regardless of their role (it is not only for leaders).

#### • Integral Diagnostic Report Debrief Session

- A comprehensive report integrating all the interviews plus the assessment and in some cases the Coachee's personal bio written by him or herself.
  - *Duration: 1 hour.*

### Stage 2: EXECUTION

[Duration: 3 months]

#### • 6 one-hour coaching sessions every 10 days.

- **Closing session:** mutual feedback between Coach and Coachee about the coaching process to measure its impact and effectiveness.





**INTEGRALIS**  
CONSULTING

We believe together we can build  
a Better Normal.