

# LEADERSHIP DEVELOPMENT & COACHING SERVICES

Equipping Non-profits with Practical Methods to Elevate Leadership Skills



Successful organizations share a common goal: building thriving teams of engaged and capable employees who drive results. Everyone wants to contribute to that vision, so what stands in the way? There's no single answer, but usually gaps arise from a mix of factors. Some employees have technical expertise to excel but struggle with trust and collaboration, weakening teamwork. Meanwhile, some leaders overlook a crucial truth: employees need more than just direction; they need guidance, development, structure and accountability.

These challenges affect organizations across all sectors. Leaders may underestimate the power of a strong learning culture or the risks of a stagnant workforce. But there is a solution: prioritizing leadership development, employee engagement, collaboration and capability-building.

## What Could DVCG Leadership Development & Coaching Projects Look Like?



### Leadership & Team Coaching

Using tools like CliftonStrengths and the DISC Assessment (Dominance, Influence, Steadiness, Conscientiousness), we help leaders and teams uncover individual and collective strengths, communication styles and blind spots. These insights lay the groundwork for more effective leadership strategies, stronger team dynamics and improved collaboration. By emphasizing each person's unique contributions, we support leaders in navigating challenges with confidence and teams in aligning around shared goals.



### 360° Feedback

This highly effective model gathers and utilizes input from your network to provide a comprehensive view of performance and observable behaviors. Key components include establishing clear objectives, building customized/structured questionnaires and focusing on both strengths and areas for improvement.



### General Learning & Development

Customized training is available for all levels of employees, and can be developed based on the needs, values and culture of the client. Modules could include Effective Communication, Coaching for Performance, Navigating Conflict and Change Management.



### Building a Culture of Leadership Development

Coaching sessions help establish mentorship programs, leadership workshops and coaching frameworks to reinforce the importance of ongoing development at all levels of the organization.



### Performance Management & Leadership Accountability

We design leadership development plans that align with organizational goals and support leaders being accountable for their own growth.



### Planning for Leadership Transitions

Our consultants help to identify emerging leaders, create succession plans and prepare for leadership transitions to ensure long-term stability and success.