aceup™

AceUp's Competency-Based Approach to Leadership Development



LEADING SELF



LEADING OTHERS



LEADING CHANGE



LEADING ORGANIZATIONS

Giving your leaders the training, coaching, and guided practice they need to achieve their full potential.

ACEUP'S COMPETENCIES COVER FOUR LEADERSHIP CHALLENGES

We've identified the 16 areas that our clients most often ask us to help their leaders grow in and have developed evidence-based training + coaching programs for each of them. Each program helps participants make one meaningful and measurable behavior change per quarter in a given competency. Depending on what your company wants and needs, we can deliver programs that focus entirely on competencies in one area or that combine competencies from different areas.



LEADING SELF

- Improving Time Management, Organization, and Prioritization
- Developing Executive Presence
- Transitioning from Subject Matter Expert to Leader
- Overcoming Imposter Syndrome



LEADING OTHERS

- Communicating Effectively and Influencing Stakeholders
- Growing Emotional Intelligence
- Developing Leadership Styles
- Managing Conflicts and Difficult Conversations



LEADING CHANGE

- Facilitating Effective Change Management
- Managing Stress and Building Resilience
- Leading with a Growth Mindset
- Creating Alignment in Changing Environments



LEADING ORGANIZATIONS

- Developing a Coaching Approach to Management
- Increasing Diversity, Inclusion, and Belonging
- Building and Leading Teams
- Collaborating Across Divisions and Teams

Leading Self

- Improving Time Management, Organization, and Prioritization
- Developing Executive Presence
- Transitioning from Subject Matter Expert to Leader
- Overcoming Imposter Syndrome

This group of competencies focuses on helping leaders develop a deeper awareness of the effectiveness of their mindsets, behaviors, habits, and strategies. Programs on these competencies leverage that awareness to inform a series of experiments in new ways to better manage and transform their time, presence, focus, and authority.

Through training and coaching, participants design a professional development goal to focus on during the program. They then identify one key behavioral change per quarter that could help them and their team make measurable progress toward that goal. Quarterly surveys give them and their coaches clear indications of which approaches are yielding the best results and which ones should be abandoned.

Participants complete the program with a celebration of their biggest insights and breakthroughs that others can learn and benefit from. Those who choose to continue will be coached to develop next-level or different goals to challenge them to aim higher.



IMPROVING TIME MANAGEMENT, ORGANIZATION, AND PRIORITIZATION

Time is a finite resource, perhaps our most valuable one. In this digital age, our time and attention are being pulled in more directions than ever before. Mastering time management is essential to success at work and in life, but it's typically something that leaders are left to figure out for themselves. When leaders aren't using their time intentionally and aren't prioritizing effectively, it can lead to burnout and teams that are "busy" but not productive.

Improving Time Management, Organization, and Prioritization is a training designed to fast-track the learning curve and arm participants with easy-to-implement frameworks and skills around effective task management, realistic planning, and strategic prioritization. In addition, the training provides simple techniques for increasing focus and minimizing distractions while helping leaders understand the common roadblocks to productivity and practical, tactical strategies for breaking through those roadblocks so that they can achieve more with less effort and less stress.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Plan and prioritize effectively in a fast-paced, high-pressure environment.
- Use their time intentionally to focus on high-value work.
- Be responsive to others without losing focus.
- Help their team develop productive work-styles.



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DEVELOPING EXECUTIVE PRESENCE

Many leaders find themselves stalled in positions far below their ambitions. Though their skills are outstanding, they get frequent indications that they aren't seen as promotable. They aren't as influential as they want to be, are overshadowed at meetings, freeze in conversations with senior executives, are afraid to speak out, stammer when they need to be clear, and lack the confidence they need for key networking events.

Developing Executive Presence helps leaders raise their awareness of how others' perception creates their current reality. It helps them identify key areas where they can develop the skills needed to increase their visibility and their value to the organization. Executive presence takes leaders from the frameworks to the specific behaviors, skills, and habits that will transform their personal brand. Within months, they are being offered opportunities that had been beyond their reach.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Master the body language of a leader.
- Better understand the perspective of their audience to deliver what's important to them.
- Employ stories with emotional intelligence to motivate, influence, and persuade stakeholders.
- Express confidence in any interaction.
- Be seen as a major contributor and innovator.



TRANSITIONING FROM SUBJECT MATTER EXPERT TO LEADER

You're an expert in what you do. You're the go-to person in your area at your company — recognized, respected, and rewarded. Managing others can be a real challenge, especially when you don't have prior experience and didn't have the chance to get training. In these cases, you may not be having the impact you want. You'd like to learn the best managerial practices to empower you as a leader and make a bigger impact, and that means stepping into a bigger leadership role.

Transitioning from Subject Matter Expert to Leader is about clarifying leadership strengths you may not be fully aware of and using them to strategize a path forward so that you can become a confident, authentic leader. It's about learning how to empower the people who report to you to take more ownership of tasks, projects, and problems and about learning to shift from "No one can do it as well as I can" to "Now I can shift to more strategic thinking because my team is on it." It's about being able to elevate your thinking and focus by elevating those you lead.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN:

- How to avoid the most common leadership traps of the subject matter expert.
- How to delegate more effectively and often.
- How to set their direct reports on a path to growth.
- Why coaching their team members to find the solutions on their own works better than telling them what their solution is.



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OVERCOMING IMPOSTER SYNDROME

Whether it's because they were promoted too quickly, their company didn't have the resources to give them leadership training, or they just feel that they aren't fully qualified for the positions they have, a majority of leaders report experiencing Imposter Syndrome on a regular basis. This is not only a personal issue. It can hold leaders back from asking for help, seeking additional training and support, or showing what they don't know, all of which can slow things down and reduce productivity.

Overcoming Imposter Syndrome is about creating a shift in mindset necessary to create a shift in effective leadership and management. We start by establishing why the leader has their position and by creating an inventory of the relevant skills, knowledge, experience, and network they have that helps them work effectively in their current position. We then use that as a foundation for identifying the areas where they lack necessary knowledge, skills, or experience and explore the many ways to address those gaps. Leaders will emerge with a stronger sense of self, an increased willingness to elevate others who have what they lack, and a clearer sense of what they offer the organization.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN:

- How to tame the imposter syndrome stress spiral and boost their sense of self-worth.
- When and how to share what they don't know as a way of elevating others and enriching the discussion.
- Who to bring in or up to fill their gaps.
- Why admitting to deficits can be a power move for leaders and an inspiration for their teams.



Leading Others

- Communicating Effectively and Influencing Stakeholders
- Growing Emotional Intelligence
- Developing Leadership Styles
- Managing Conflicts and Difficult Conversations

This group of competencies focuses on helping leaders align others to better understand, contribute to, and achieve the goals of their company. Through a range of different perspectives and strategies, they deepen the leaders' ability to incorporate a greater variety of skills, voices, and perspectives in their team. This more holistic approach allows them to better engage and motivate everyone than traditional top-down, get-on-board leadership strategies do.

Through training and coaching, participants design a professional development goal to use the program to pursue. They then identify one key behavioral change per quarter that could help them and their team make measurable progress toward that goal. Quarterly surveys give them and their coaches clear indications of which approaches are yielding the best results and which ones should be abandoned.

Participants complete the program with a celebration of their biggest insights and breakthroughs that others can learn and benefit from. Those who choose to continue will be coached to develop next-level or different goals to challenge them to aim higher.



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COMMUNICATING EFFECTIVELY AND INFLUENCING STAKEHOLDERS

The most common communication mistake that leaders make is focusing more on crafting their message and delivery than on learning what concerns and motivates their audience. A leader may have the best idea, but unless they put it in terms that resonate with the people who need to put it into action, it won't have any impact. In fact, if it isn't aligned with the audience, it can even backfire.

Communicating Effectively and Influencing Stakeholders is about empowering your organization by putting the needs and concerns of key stakeholders into all your communications. It's about building consensus and creating meaningful and sustainable change through a more inclusive and widely aware approach to communication. It's about giving leaders the tools and practice they need to bring everyone forward.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN:

- How to capture their audience's main pain points in the opening outreach.
- When and how to lead with a shared why to increase engagement and build consensus.
- How to leverage the science behind engagement and motivating people to new action.
- How to keep stakeholders engaged with the mission through follow-up.



GROWING EMOTIONAL INTELLIGENCE

GROWING EMOTIONAL INTELLIGENCE

Emotional intelligence (EI) is a leader's ability to manage their emotions and to respond appropriately to the emotions of others. Achieving long-term, complex goals is accompanied by intense emotions — frustration, anger, joy, worry, enthusiasm — and leaders who do not manage these emotions in themselves and others well often fall short of expectations. The leader who loses their temper and yells at their team damages relationships and closes communication. The manager who responds to their direct report's frustration with disdain leaves members of their team feeling devalued and unmotivated.

Growing Emotional Intelligence will help your leaders learn how to work with and regulate their own emotional state so that they can respond to their teams, peers, and leaders from a place of calm. They will be able to recognize and appropriately respond to others' emotions. By increasing their emotional intelligence, leaders will deepen their collaboration, build trust, motivate and inspire others, and improve their communication.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Master their own emotions while under stress and pressure.
- Better understand the emotional needs and reactions of team members.
- Employ strategies to manage their team through emotionally stressful events.
- Lead meetings that make it more likely that a more diverse range of voices and issues will be heard.



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DEVELOPING LEADERSHIP STYLES

In leadership styles, one size does not fit all. You might have a default or favorite approach to management that you are most comfortable with but that doesn't suit the needs of many of your team members. Or you might be trying to emulate the style of a leader you respect but that doesn't really fit you or play to your strengths. If you aren't getting the buy-in and results you expect from your team members, it might be a good time to rethink your approach to management.

Developing Leadership Styles starts by helping you identify your strengths so that you can build from a foundation of proven success. Then you shift to exploring your areas for greatest improvement and identifying others who can either fill those gaps or provide models for you to do it. Then you'll start to learn how to match your leadership style to what motivates and inspires them. You'll begin experimenting with new approaches. You'll emerge with a heightened self-awareness of what kind of approach best suits you and helps you grow.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Identify their core leadership values.
- Grow as an authentic leader.
- Align their style to their team's needs.
- Understand the optimal areas of opportunity for their leadership style.
- Adapt their style for better cross-functional collaboration.



MANAGING CONFLICTS AND DIFFICULT CONVERSATIONS

Leaders face a number of challenges to being effective in their roles. Many don't want to be surprised yet hesitate to raise key issues before it's too late. Others try to stay friends with peers instead of asserting their leadership role and delivering the feedback those peers need to grow in their roles. Others back down as soon as they are challenged, pushing key issues and pain points down the road. More and more articles in the business press are asserting that employees leave because of poor leaders more often than they leave because of bad companies.

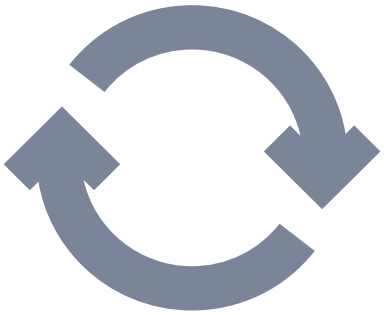
Managing Conflict and Difficult Conversations is about providing process-centered communications that can reduce tension and guide challenging conversations through productive conflict. This allows team members to hear constructive feedback that has been given respectfully and act upon it. It's about creating well-oiled team machines that can be more responsive and nimbler because effective communication happens more frequently and collaboratively at all levels.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO COMMUNICATE AT THREE LEVELS:

- **Me:** How to put themselves in the right state of mind to move through the difficult communication process effectively.
- **You:** How to effectively dialogue with the other person in the moment to listen, respond, and acknowledge in productive ways.
- **Us:** How to co-create the next steps in an ongoing relationship that makes all parties feel confident, heard, and empowered to act.



Leading Change



- Facilitating Effective Change Management
- Managing Stress and Building Resilience
- Leading with a Growth Mindset
- Creating Alignment in Changing Environments

This group of competencies focuses on helping leaders understand the most common reasons why change initiatives fail and developing plans and approaches that avoid well-known traps. It explores the psychology and management underlying change and resistance to it. It facilitates creative and innovative processes, increasing contributions to its effective implementation. This process equips leaders to not only help their companies achieve the desired result but bring their teams to higher levels of collaboration and cooperation in the process.

Through training and coaching, participants design a professional development goal to use the program to pursue. They then identify one key behavioral change per quarter that could help them and their team make measurable progress toward that goal. Quarterly surveys give them and their coaches clear indications of which approaches are yielding the best results and which ones should be abandoned.

Participants complete the program with a celebration of their biggest insights and breakthroughs that others can learn and benefit from. Those who choose to continue will be coached to develop next-level or different goals to challenge them to aim higher.

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FACILITATING EFFECTIVE CHANGE MANAGEMENT

Every day, we hear about companies launching sweeping change initiatives and celebrating all the benefits they will make. Unfortunately, most of those initiatives fizzle out and fail, generating more ill will and disillusionment than if they hadn't been launched in the first place. Why? Because they failed to engage the people who would be most affected and responsible for implementing them in the design, inquiry, and iteration process. Despite the fact that most initiatives fail for the same reasons, most companies just shrug their administrative shoulders and move on to the next one, which often fails for the same reasons.

Facilitating Effective Change Management is based on extensive research into what allows change initiatives to not only generate compliance but also inspire creativity, boost engagement, and increase productivity.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN:

- How to capture their audience's main pain points in the opening outreach.
- When and how to lead with a shared why to increase engagement and build consensus.
- How to leverage the science behind engagement and motivating people to new action.
- How to greatly reduce people's resistance to change and accelerate the implementation of new processes and frameworks.



MANAGING STRESS AND BUILDING RESILIENCE

According to the Center for Creative Leadership, leaders are more stressed today than they were five years ago and cite the most significant stress as having to do more with less and to do it faster. When not managed well, leaders are more likely to be close-minded, controlling, angry, and avoidant. These behaviors also ripple through the organization: low morale, decreased engagement, missed budgets and deadlines, and declining quality. These negative impacts persist even when leaders are not managing their stress well only 5–10% of the time.

Managing Stress and Building Resilience is about how to flex with the ups and downs of the leadership demands. When the stress heats up, it's about remaining calm, curious, candid, direct, and willing to listen. The organizational results can be profound. According to David Maxfield, coauthor of Crucial Conversations, improvements include meeting quality standards and customer demands 56% more often, increasing morale and meeting deadlines by 47%, and staying within budget 25% more often.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Recognize and interrupt stress triggers.
- Identify strategies for regaining balance and calm.
- Maintain an open, learning focused mindset under pressure.
- Develop preventive stress-management routines that make them better at reacting to triggers more productively.



LEADING WITH A GROWTH MINDSET

Decades of research have shown that most people in organizations see organizational and process changes as threats. Their brains respond with a "fixed mindset" that what they know and have done before is easier and safer while change can represent risks of failure, criticism, and embarrassment. "We're entrapped by what academics call 'functional fixedness' — our inability to solve problems due to our fixation on how work has always been done."

Leading with a Growth Mindset is about training leaders on how to transform risks into opportunities, threats into rewards, the unknown into sources of curiosity, exploration, and discovery. Growth mindset training is based on research showing that a person's growth mindset and willingness to take new approaches can be a better predictor of skills improvement than IQ.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN:

- How to shift from training employees to co-creating processes with them.
- How to shift from transmitting knowledge to fostering curiosity and risk-taking.
- How to shift from supporting a top-down agenda to helping each team member create their own way toward it.
- How to not only recover faster from unexpected disruptions but also learn more effectively from them.



CREATING ALIGNMENT IN CHANGING ENVIRONMENTS

How often have you said to yourself, "I can't believe they don't get it," or "Why wasn't I told about this?" or, even worse, "This isn't at all what I asked for"? All three statements make complete sense in an environment where change is on the move. We are trained to hear what people say, but how often do we question how or why they are saying it? And how often do we actively listen to what they are not saying?

Changing environments, whether an internal shift in process or engaging with a new client, require understanding the why, asking about what, defining the where, understanding the when, and determining the how. Change requires participants to establish a framework, anticipate needs, identify starting points, and determine who has the depth of knowledge to ensure change is successful.

Creating Alignment in Changing Environments allows participants to identify a common vision, establish a mutual commitment to it, and share emerging knowledge relevant to it. Change can range from implementing a new system and engaging with a new client to completing the delivery to an existing client or considering the adoption of a new system.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO SHIFT FROM:

- Passive listening to active listening.
- Asking closed-ended questions around process to open-ended questions around vision.
- Assuming a reactionary position to adopting more proactive participation and commitment to the process.



Leading Organizations

- Developing a Coaching Approach to Management
- Increasing Diversity, Inclusion, and Belonging
- Building and Leading Teams
- Collaborating Across Divisions and Teams

This group of competencies helps participants develop a more holistic, systemic, and strategic perspective. It offers a blend of insights from a wide range of disciplines to make leaders more informed about how what is happening in the larger industry and related markets can inform what they do in their company. It enables all stakeholders to identify and realize greater value creation throughout the corporate and larger ecosystem and culture.

Through training and coaching, participants design a professional development goal to use the program to pursue. They then identify one key behavioral change per quarter that could help them and their team make measurable progress toward that goal. Quarterly surveys give them and their coaches clear indications of which approaches are yielding the best results and which ones should be abandoned.

Participants complete the program with a celebration of their biggest insights and breakthroughs that others can learn and benefit from. Those who choose to continue will be coached to develop next-level or different goals to challenge them to aim higher.



DEVELOPING A COACHING APPROACH TO MANAGEMENT

Many leaders are frustrated that their teams aren't doing things the way they want them to. Others are seeking a more harmonious relationship with team members. And others are struggling with how to optimize what everyone can bring to their team. The common thread to all these challenges is a fixed notion of traditional top-down leadership. While this gives an illusion of clarity, it actually creates confusion, demotivates team members, and restricts their growth and creativity in problem-solving.

Developing a Coaching Approach to Management helps leaders make a shift in their mindset toward releasing talent's full potential. It does this through a coaching approach, which replaces narrow micromanagement with a broader framework that empowers employees to discover and deliver better results than the leader could have dictated or imagined. It allows for exponential growth in the team and the organization.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO SHIFT FROM:

- Telling employees what to do to help them create their own innovative solutions.
- Having to "do it myself" to delegation that frees everyone's resources and energy.
- Thinking you have clarity to getting actual buy-in and increased engagement.
- Delivering painful feedback to engaging in more productive growth-focused conversations.



INCREASING DIVERSITY, INCLUSION, AND BELONGING

We all have unconscious biases. They are learned stereotypes that are automatic, unintentional, deeply ingrained within our beliefs, universal, and have the ability to affect our behavior. We carry them with us in the workplace as well as our daily lives. These can lead to dismissing a variety of voices and experiences that can diminish our team's motivation and decrease our ability to interact with a more diverse customer base. There is also a significant body of research showing that a lack of diverse voices and inputs leads to a decrease in revenue.

In Diversity, Inclusion, and Belonging, we'll discuss how to identify our unconscious biases and how to course-correct our actions to create an inclusive and supported work environment. When diversity and inclusion are engaged and amplified, new terrain can open up that creates exponentially greater success. According to research by McKinsey, companies that welcome a wider diversity of players and ideas increase engagement and retention, and are 35% more likely to outperform their peers.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO:

- Increase awareness of how unconscious bias affects the workplace.
- Leverage diversity to improve performance and increase bottom line.
- Improve recruitment efforts, retention, collaboration, innovation, and even revenue generation.
- Understand the differences between diversity, inclusion, and belonging.



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BUILDING AND LEADING TEAMS

Building and leading a strong effective team is critical to business success. This is easier said than done. It's not just about hiring the so-called "right" people as a team. It is not simply a grouping of individuals. It is in fact so much more!

The holistic "team" is far greater than its individual parts; therefore, it's imperative that a properly developed and managed team synergistically harnesses its individual members' talents, experience, and energies. Developing a great team begins with the most fundamental building block of teamwork: team dynamics. Team dynamics are what's at play when people collaborate; therefore, understanding the positives and the areas of opportunity to improve is the first step toward learning how to assess, shape, and build an effective team.

Building and Leading Teams will increase participants' ability to effectively communicate with their teammates. Most of us engage in some form of interpersonal communication on a regular basis, often many times a day, and thus it is invaluable that our interpersonal communication skills are healthy, resulting in a positive contribution to the overall team effectiveness.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO SHIFT FROM:

- Managing their team to leading their team.
- Just hoping that their team will be high-performing to learning how to make that a reality.
- Acceptance of not-so-desirable team dynamics to having the ability to influence and build strategies on how to improve those dynamics.



COLLABORATING ACROSS DIVISIONS AND TEAMS

Great collaboration between divisions, teams, or different organizations can result in achieving more together than they can by themselves. Taco Bell and Doritos. Starbucks and Spotify. Pottery Barn and Sherwin Williams. Three simple examples that have changed the way we think about eating, how we feel when we go get coffee, and consider possibilities when we decorate our homes. They each committed to understanding their own organizational power and developed a conscious awareness of how they could share this to create significant achievement.

In retrospect, a successful collaboration appears simple. However, there are a few key items that each participant should either bring or be willing to consider when joining forces: 1) clear context around the big picture of the collaboration, 2) concrete goals, 3) recognition of legitimate needs (both internal and external), 4) clear roles, and 5) how to leverage for strength and compensate for each other's weaknesses.

Joining forces to achieve greatness requires developing a common language, understanding current processes, committing to a consistent communication strategy, celebrating incremental wins, recognizing incremental losses, and a continual fostering of trust amongst everyone involved.

LEADERS WHO PARTICIPATE IN THIS PROGRAM WILL LEARN HOW TO SHIFT FROM:

- Siloed thinking to bigger-picture vision creation.
- Individual contributor (or departmental contributor) to enterprise achiever.
- Single project focus to achieving excellent business outcomes.

Training without follow-up is entertainment.

We've all attended countless trainings and programs that inspired us to do things differently in the moment, but soon after we got back to the office, we went right back to doing things the same way as before — and hated ourselves for it.

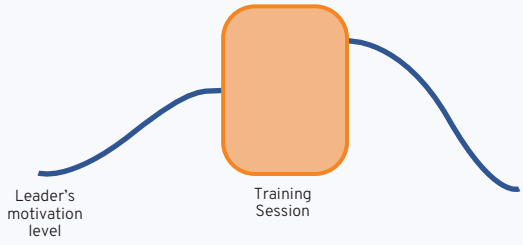
Why does this happen again and again? Research shows that most training is doomed from the start because it has no built-in support. We at AceUp know that training without follow-up is entertainment. But we aren't in entertainment — we're in the transformation business, so our trainings are different from everyone else's.

It all starts with one-on-one coaching and support. Our coaches have decades of experience helping leaders make challenging changes in the way they lead, communicate, and plan. They know that trainings are much more successful if each attendee is guided through a process that helps them identify a personal stretch goal that they want to focus on in the training program to help them achieve. Decades of research show that these personal, or intrinsic, goals lead to action much more often than external, or extrinsic goals. Our coaches help each leader determine which of the training tools and strategies will help them make the behavioral changes they need to reach their goal. Then they work on an individualized action plan to start building the new leadership skills.

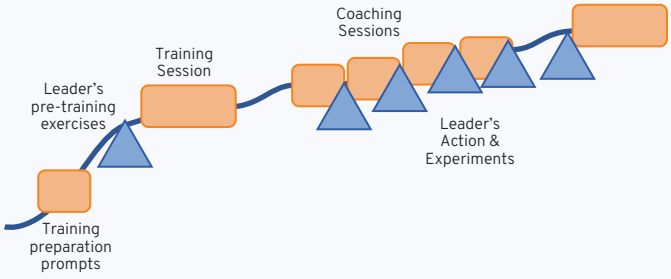


Less sitting and listening, more getting up and doing. Most training programs fail because they are built on a false premise — that the greater the number of tools and strategies delivered during a training program, the greater the value. Evidence and decades of research have proven that exactly the opposite is true: The most effective training programs offer fewer tools and methods so that attendees can spend more time going into greater depth with each one and actually experimenting with them in different ways. That's why at least 50% of the time in our training sessions is spent in activities, reflections, peer collaboration exercises, and roleplays.

Making action and experimentation between trainings the main focus of the program. We are leveraging the power of our platform and the latest research in change management and habit formation to help leaders experiment with the training tools as often as possible. We do this through a number of "touches" we have with them each month: calendar reminders for actions they've set with their coach, training reinforcements we send out, reminders to prepare for their upcoming sessions, communications and updates they send to their coaches, and more. Because we know how hard it is to create change, we work hard to make it easier.



TRADITIONAL TRAINING RELIES ON ATTENDEES' WILLINGNESS TO BREAK THEIR HABITS AND TAKE NEW ACTION. THIS OFTEN FAILS.



ACEUP'S TRAINING-AND-PRACTICE COACHING MODEL USES MULTIPLE MODALITIES TO BOOST MOTIVATION AND FOSTER EXPERIMENTATION.

AceUp's Three-Part Professional Growth Package

Because making meaningful and sustainable change is hard, AceUp has designed a three-part package of complementary products to make it easier to make meaningful change more often, and to make it stick.



1-1 Executive Coaching: AceUp's core offering of one-on-one executive coaching allows leaders to unleash their potential by helping them design and pursue a professional growth goal. Biweekly sessions give the leader the accountabilityand structure they need to identify and improve in one leadership competency per quarter.



Evidence-Based Group Training: AceUp's group training program gives leaders the competency-related tools, strategies, and support needed to not only pursue their individual goals more effectively but also grow as a cohort of leaders. Because at least half of the time and focus of our training sessions is spent on coaching, participants emerge with individualized plans for applying the training tools to their personal goals and experiments to discuss with their coaches.



Progress-tracking surveys: AceUp's survey tool allows leaders to measure their skills and track the growth that they make with their coach. When combined with the 360 option, this toolset gives leaders key insights into what their teams need from them and where the most important gaps are between what they're providing their team and what the team wants.