



Alpine Link Leadership Development and Coaching

With all the books, seminars, executive coaches, and HR managers focused on leadership, you would think great leadership would be the norm. Yet studies reveal that the quality of leadership is at an all-time low. Citizen polls reveal most citizens don't trust their political leaders. Studies find that two-thirds of the public lack confidence in government leaders. Employee surveys show that employees don't feel their bosses are focused on their professional development and success. Over half of employees consider their CEOs to be average or below. Family studies find that parents don't manage their children or hold them accountable for behavioral misconduct.

The impact of leadership on business performance results is no better. After adjusting for economic conditions, company financial results reveal a historically low return on assets and investment. Executive and employee turnover is at an all-time high. Organizational longevity is now measured in years rather than decades. Employees are less engaged. Morale is down. By most all measures, leadership is getting worse, not better. We are losing ground.

Senior managers often possess the domain expertise required to execute the technical requirements of their role but lack the softer skills needed to be effective leaders. Studies find that 50 percent of managers don't have the competencies needed to be a strong leader.

Successful organizations are those that have leaders at all levels who possess five qualities. They have leaders who 1) continuously learn, develop themselves, and lead by example; 2) communicate effectively and inspire performance; 3) develop and enable others, 4) foster teamwork and collaboration; and 5) execute with excellence and deliver exceptional results.

Alpine Link focuses on the development of these five qualities through The SCOPE of Leadership™ competency model. The SCOPE of Leadership contains 38 core competencies in five levels that are consistently found in great leaders. These competencies emphasize a coaching approach to leadership which gets to the root of enabling peak performance. The competencies are domain neutral as they are not aligned to any industry or particular role. These are competencies practiced by successful leaders around the globe in all industries, in all roles, and at all levels.



The SCOPE of Leadership™

Alpine Link's leadership development and self-improvement services include:

- The SCOPE of Leadership™ Boot Camps
- The SCOPE of Leadership™ Workshops
- The SCOPE of Leadership™ Executive Coaching
- Activating Your Ambition™ Coaching

Professionals read books, attend training programs, and hire coaches to improve their skills, but often quickly fall back into old habits. Training skeptics claim that self-change is all but impossible. Others suggest that change merely requires the right attitude. Both are wrong.

Change and self-improvement are absolutely possible, but having a can-do attitude is insufficient. Alpine Link ensures real change and progress are made by employing the Activating Your Ambition™ systematic approach to self-development. Activating Your Ambition utilizes eight principles which collectively enable people to confidently pursue and achieve their ambitions. They increase learning retention and move self-improvement ambitions to self-improvement achievements.

Alpine Link's leadership development and coaching services are offered to individuals and organizations. Coaching services are typically provided in six month intervals. Boot camps are offered in an intense one-week format or provided in two sessions of 3.5 days each. Customized workshops on Activating Your Ambition™ or any of the SCOPE of Leadership™ competencies are also available along with a variety of assessments including the SCOPE of Leadership 360.

For more information on leadership development boot camps, workshops, coaching, assessments, or other professional services, contact Alpine Link at info@alpinelink.com.

Alpine Link Corporation – Your link to reaching peak potential