



# Leadership Development and Coaching

A company can have great products and streamlined processes, but if the company lacks a pipeline of great leaders, its future is bleak. Sustainable success requires the continuous development of great leadership. Many organizations realize only after it is too late that embarking on new initiatives and effecting change requires strong leadership at all levels of the organization. Ultimately, an organization's competitive capability is constrained or enabled by the sum total of its leadership capabilities.

Senior managers and executives often possess the expertise required to execute the technical requirements of their role. They are frequently promoted based on their experience in the domain of their field. However, extensive domain competence can come at the expense of the development of softer skills related to management and leadership responsibilities. Studies indicate that 50% of managers don't have the characteristics and skills needed for success.

Successful organizations are those that have leaders at all levels who possess five qualities. They have leaders who 1) continuously learn and develop themselves, 2) communicate effectively and motivate others to perform at their best, 3) improve those around them, 4) collaborate well with others and 5) continuously improve the organization.



**Alpine Link  
SCOPE of Leadership™**

Alpine Link's SCOPE of Leadership™ covers the competencies consistently found in great leaders that enable these five qualities. These competencies are domain neutral. That is 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.

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

- SCOPE of Leadership™ Boot Camps**
- SCOPE of Leadership™ Workshops**
- Peak Potential 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. Some 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's Activating Your Ambition™ systematic approach covers the eight factors which collectively enable people to confidently pursue and achieve their ambitions.

Alpine Link's Activating Your Ambition™ coaching services are designed to increase training program 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 contracted in six month intervals. Boot camps are offered in an intense one-week format or can be spread out over two sessions of 3.5 days each. Customized one to two day workshops on Activating Your Ambition™ or any of the SCOPE of Leadership™ competencies are available.

For more information on leadership development boot camps, workshops, coaching or other professional services, contact Mike Hawkins at 970-453-4924 or email [mike@alpinelink.com](mailto:mike@alpinelink.com).

**Alpine Link Corporation – Your link to reaching peak potential**