

INTRODUCING VECTOR GROUP

Executive Coaching, Leadership Development and Organizational Effectiveness

Through a unique blend of business savvy and clinical experience in the social sciences, Vector Group improves the ability of leaders and teams to work effectively in the system of an organization.

We utilize our background in psychology to unlock barriers to individual growth and pair that with expertise in structuring environments designed to support an organization’s strategic goals.

OUR PRODUCTS



OFFERING

QHIC: Quality High Impact Coaching

Executive coaching for transformational and lasting change... quickly

Productive Pairs

Launch or repair relationships where partnership is essential to the enterprise’s success

Team Roles & Responsibilities (R&R)

Align on ways of working for teams including how to hold one another accountable to shared goals

Hierarchical Intelligence

Uplevel the entire organization by rebooting the relationship between strategic leadership and implementation leadership

PARTICIPANTS

INDIVIDUALS

- High Potential Leaders
- Leaders in new roles/ organizations
- Struggling Leaders

INTERDEPENDENT PAIRS

- Co-CEOs
- Supervisor + Direct Report
- SME + Business Leader
- Clinical + Administrative Leads

TEAMS

- Executive
- Departmental
- Functional
- Multi-disciplinary

ORGANIZATION

Emphasis on executive teams and leaders responsible for implementation

QHIC: Quality High Impact Coaching

Organizations have so much riding on their leaders' success that coaching needs to yield results *fast*. Vector Group coaches are clinicians, trained to address underlying issues that block productivity and effectiveness. We know the very way leaders are challenged is often an invitation to their best and largest contributions.

- **6-8 months of targeted, individual coaching** coupled with custom-curated **leadership skills**.
- Engagements begin with a robust, scientifically-validated **assessment of leaders' strengths and development opportunities**.
- Coaching **goals center on meeting organizational responsibilities** while making significant, sustainable gains in the individual's leadership approach.

Productive Pairs

Many organizations rely on pairs of leaders with complimentary expertise to address the complexity of their operating environments. This often means that leaders with different skillsets and backgrounds are thrown together to figure out how to make a positive impact on their organization while under the spotlight of meeting the enterprise's most critical strategic goals.

- **Set a foundation for new partnerships**, leveraging a pair's collective strengths and counterbalancing areas of challenge so they grow into a strong, productive dyad.
- **Repair the cracks in existing relationships** through hands-on coaching that tackles live issues and imparts skills in communication, listening, expressing differences and managing conflict to facilitate better collaboration for the long term.

Team Roles and Responsibilities (Team R&R)

Lack of clarity about roles and responsibilities stymies even seasoned teams, hampering productivity and threatening psychological safety. Vector Group partners with teams, laying the groundwork for them to function effectively, get on with the tasks at hand and know what's expected of each individual and their role in achieving the team's mission.

- Team members **negotiate agreements about roles and assist each other** in taking responsibility for accountability or delegation throughout the team.
- Team R&R utilizes **Responsibility Charting (RACI) as a tool**, facilitating healthy conversations and powerful decisions on structure, participation and accountability.

Hierarchical Intelligence

Hierarchies are a fact of organizational life, but too often the dynamic among top leadership, executives setting the strategy and the next level down who lead implementation, is dysfunctional or ignored. Critical players may feel overlooked, stuck in their silos, just one of many in a pyramid structure. This creates great risk in the systems organizations rely on to implement their strategy and strive toward their higher purpose.

- Vector Group's approach—**unique in the world of organization and team development**—taps into leaders themselves to design and navigate an effective hierarchy that **eliminates the gap between strategy and implementation**, all in service of the organization's purpose and vision.
- We clarify and **strengthen lateral relationships**, busting through silos and creating opportunities for transformation and innovation in service of shared vision.
- The result: Clear approaches to decision making and delegation, **increased collaboration and information flow throughout the enterprise**, all in service of your strategy and purpose.