



**R. W. BENWICK**  
ASSOCIATES LIMITED®

AN RWBA COACHING SERVICE



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## REAL-TIME<sup>Leadership</sup>

REAL-TIME LEADERSHIP COACHING (RTLCO)  
POWERFUL LEADER-STAKEHOLDER PARTNERSHIPS

COACHING FOR MORE SUCCESS & FULFILLMENT

### RTLCO BENEFITS

- **Obtain** critical 360 feedback from self-selected stakeholders
- **Identify** key leadership behaviours for strengthening
- **Deepen** relationships with colleagues, boss & subordinates & key outside stakeholders
- **Strengthen** dialogue with key internal & external people
- **Receive** critical feedback on leadership 'real-time' and respond
- **Dramatically** improve leadership behaviour

### LEARNING OBJECTIVES

- **Focus** on one to two leadership behaviors to improve at any time
- **Engage** in a visible process that involves key constituents
- **Systematically** measure progress
- **Improve** and choose concrete methods of change
- **Support** positive & measurable behaviour improvements

### RTLCO PROCESS

- Co-actively establish need to improve
- Target key stakeholder feedback
- Conduct & assess critical feedback
- Identify key leadership improvement areas
- Gain interim feedback from stakeholders
- Develop & coach developmental action plans
- Obtain feedback & feedforward suggestions
- Assess results & determine next steps

### FOCUS

Improving leadership behaviours that support future success based on real-time stakeholder feedback.

*"My RWBA coaching has enabled me to deal very successfully with a dynamic business undergoing huge change and uncertainty. The result has been a substantially increased ability to cope as a powerful leader and powerfully coach key staff."*

**Susan Robinson** - VP Operations - BC Hot House Foods Inc.