



docentus



**Docentus
Leadership and Coaching Circle**

**Providing the tools and mindset needed so that you can
get what you really want.**

Docentus Leadership Coaching Circle

The Docentus Leadership Coaching Circle (DLCC) is specifically designed for leaders. If you are a top level executive, a person desiring to become top level executive, a business owner, or a person holding a critical leadership position within your organization, the DLCC is designed for you!

Our purpose is to provide leaders with the tools and mindset needed in order to get what they really want, regardless of what “it” may be. Realizing that every person’s “wants” are different, the DLCC provides leaders an opportunity to learn, grow, improve, and work with others on both their personal and organizational leadership journey.

Purpose of the Coaching Circle

The DLCC is about listening and advising. Considering that leaders typically have few people to utilize for seasoned advice or for facing the plain truth, the DLCC provides a safe place for leaders to face tough issues. It also allows them to grow both personally and professionally.

The DLCC is about performance. It is about improving performance so that leaders and those they lead perform better. It is about continuous, accelerated, and practical learning accompanied by personal growth as well as identifying and eliminating what stands in the way of your success.

The DLCC is about shaping and creating leadership-based behavior. It is about learning what is working while eliminating, changing, or nurturing what is not.

The DLCC is about results. It is about assisting leaders to turn good intentions into great results and great results into exceptional norms. Ultimately it is about raising both personal and professional leadership capacity.

What a leader gains on this journey is not temporary. It is more lasting than the typical “flavor-of-the-week” approach to personal and professional “self-help” development and growth.



Topics of a Leadership and Coaching Circle

The agenda of the circle is this: **Give you the ideals, tools, mindset, and heart you need in order to get what you really want.**

The topics addressed within your DLCC typically reside in one of the four areas below:

Sovereign Leadership (*being*)

- Creating and casting vision for yourself and others
- Honoring and blessing yourself and others
- Exploring new and different opportunities in your current station of life and leadership
- Increasing your personal and professional leadership capacity
- Stretching this portion of who you are in a safe place
- Creating actionable, measureable, and purposeful goals for this part of you

Emotionally Intelligent Leadership (*feeling*)

- Examining and developing your emotional intelligence
- Identifying the connection of emotion to your desired and undesired behaviors
- Discovering the impact of emotion in your decision making processes
- Identifying how emotions can increase and decrease your performance
- Wrestling with the impact that your past has on the present and the future
- Separating fact from fiction to insure data, not perception, is driving decisions
- Developing awareness of "self" and others in the communication process
- Stretching this portion of who you are in a safe place
- Creating actionable, measureable, and purposeful goals for this part of you

Empowered Leadership (*doing*)

- Developing and executing goals and plans
- Creating accountability for self and others in execution of goals and expectations
- Developing and applying and decision making strategies
- Instilling principles of integrity into both your personal and professional life
- Learning and applying clean, clear, and concise language
- Improving all aspects of the communication process
- Identifying and conquering obstacles in all aspects of your performance
- Insuring nourishment and maintenance of critical relationships
- Stretching this portion of who you are in a safe place
- Creating actionable, measureable, and purposeful goals for this part of you

Strategic Leadership (*reflecting*)

- Identifying and owning the impact of your behavior
- Exploring the positive and negative impact of your decisions
- Analyzing what you do to create new strategies and ideas
- Gaining fresh perspective to fuel continued growth and innovation
- Encouraging and developing your best thinking
- Reflecting on past experiences so you can implement with confidence
- Analyzing realities to separate out perceptions while leading
- Learning how your life experiences impact all you do
- Discovering what is holding you back from what you want
- Stretching this portion of who you are in a safe place
- Creating actionable, measureable, and purposeful goals for this part of you

Types of Circles

Closed Circle

This type of circle welcomes leaders from varying backgrounds in non-competitive industries or fields. This circle is restricted to leaders from diverse, non-competing organizations or companies.

Open Circle

This circle welcomes leaders from the same fields and backgrounds and is open to people without restriction to organizational affiliations. This circle is made up of leaders from the same or similar industries and fields without respect to the competitive environment. The elements that participants share in common may be their perspective industries or their station in life. For instance, this circle may be made up of engineers, attorneys, doctors, etc... all performing the same or similar function for a variety of employers or organizations.

Organizational Circle

This circle welcomes leaders from within the same company or organization and is formed as a special request. This circle is made up of leaders from the same company or organization and is used strictly to create personal and professional growth for a company or organization in a coaching setting.

Is this for everyone?

No.

The DLCC is an intense personal and professional growth experience that is both physically and emotionally challenging.

Growth is achieved through a wide variety of activities that stretch you both intellectually and emotionally. This is done by welcoming each participant's truth, hearing each other's truth, working as a spring board group while facing tough issues and decision points, and providing you a "tool box" of resources that can be called upon in virtually every aspect of your personal or professional life.

Your continual work in this group is based on the question we continually invite you to explore:

"Are you getting what you really want?"

Acceptance and Size of the Circle

The circle is limited to 12 people who are selected through the application and approval process.

To be considered for the circle, a prospective applicant must submit the following items:

1. Applicant's most updated resume.
2. A letter not exceeding one page that clearly states what the applicant wants to achieve in relation to leadership as well as to personal and business growth.
3. An overview, not exceeding one page, of the applicant's anticipated career path.

Meeting and Other General Requirements

Each person selected to join a DLCC will agree to attend meetings, complete leadership related work and personal growth assignments, and explore new ideas and responsibilities in their current professional setting.

Applicants who are accepted agree to the meeting obligations listed below:

- Four (4) Full Day Sessions, six (6) hours each, arranged and agreed upon by the circle and occurring once per quarter.
- Twelve (12) Conference Calls, one (1) hour each, arranged and agreed upon by the circle and occurring once per month.
- Two (2) Triangle Growth and Development Sessions, four (4) hours each, arranged and agreed upon by the circle, occurring once per six months.
- Four (4) Personal Sessions, three (3) hours each, arranged and agreed upon by individuals in the circle.

Tuition and Other Costs

The total cost of the circle ranges from \$3,500 to \$10,000.00 depending upon the circle choice. This includes the Full Day Sessions, Conference Calls, Triangle Growth and Development Session, and Personal Sessions.

Circle members are responsible for their travel and other participation related expenses such as books, movies, etc... that are recommended for reading and viewing lists.

Capacity

A DLCC consists of no less 6 and no more than 12 members.