

Designing Leaders helps you diagnose professional challenges and find solutions with one-on-one coaching from Dr William Thomas. With support from an advisor who has nearly three decades of practical leadership and advisory experience, you will be better able to:

**ADDRESS DAY-TO-DAY LEADERSHIP ISSUES** As a leader, your main job is to create an environment where your employees can do their best work. This means you face a variety of challenges, such as performance management, recruiting and hiring, conflict resolution, delegating and empowering, shaping organizational culture, and, frankly, dealing with your own bosses, too. Your coach can share useful practices with you and help you tailor them to meet your own needs. Very often, you already know the answer – you just need someone to show you that you know.

**MANAGE CHANGE** Very few organizations stay the same. Whether it's due to competition, customer demand, changing technologies, or the evolving talent market, you will need to adapt. A coach can help you recognize the need for change, clarify your goals, identify options for reaching them, manage communication with your employees, and minimize disruption to your business during the transition process.

**TAKE CONTROL OF YOUR CAREER AND YOUR PROFESSIONAL DEVELOPMENT** With the fast pace of change in many of Asia's markets, you may feel constant pressure to move up, move out, move sideways, or simply just MOVE. A coach provides an objective, no-risk opportunity to evaluate your options – deciding not only where to move but even IF you should move – and then design a career strategy and a development plan that work best for you.

Our programs are primarily designed for young professionals, whether you are a junior or rising leader in an MNC, or the founder of a startup. We offer a **complimentary 30-minute consultation** to help you determine how coaching can help you meet your goals, and all new programs come with a money-back guarantee if you decide early on that this is not the right support for you. We invite you to learn how coaching can help you achieve business success.

<p style="text-align: center;"><b>3-MONTH PROGRAM</b></p> <p>Ideal for those who are new to a leadership role and are looking for help to achieve early successes while setting themselves up to do great things going forward.</p> <p style="text-align: center;">30-minute Ignition Conversation 2 Coaching Sessions per month (Additional Sessions: \$90 each) E-mail support as needed 3-month progress report</p>	<p style="text-align: center;"><b>6-MONTH PROGRAM</b></p> <p>Designed for leaders and managers who want to prepare themselves for the next level by building on their current experiences and planning for future responsibilities.</p> <p style="text-align: center;">30-minute Ignition Conversation 2 Coaching Sessions per month (Additional Sessions: \$85 each) E-mail support as needed 3-month and 6-month progress reports</p>
<p style="text-align: center;"><b>3-MONTH INTENSIVE PROGRAM</b></p> <p>For those who have stepped into a challenging new leadership role, perhaps as a startup founder or as a result of a promotion to a senior position for the first time.</p> <p style="text-align: center;">30-minute Ignition Conversation 4 Coaching Sessions per month (Additional Sessions: \$85 each) Priority E-mail support as needed 3-month progress report</p>	<p style="text-align: center;"><b>6-MONTH INTENSIVE PROGRAM</b></p> <p>Created especially for those leaders who are starting a new project for the long-term or who are managing a change in their organization.</p> <p style="text-align: center;">30-minute Ignition Conversation 4 Coaching Sessions per month (Additional Sessions: \$80 each) Priority E-mail support as needed 3-month and 6-month progress reports</p>