

- Do you desire to lead and develop others with greater effectiveness?
- Want to see better results for the effort you put into your leadership?
- Feel like you're not in your leadership sweet spot?
- Frustrated by not achieving the best with your team?
- Does leading a team feel like you're making it up as you go along (imposter syndrome)?

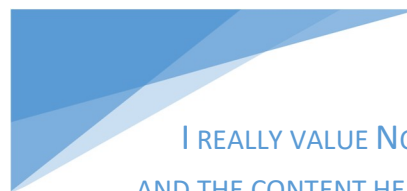
As you examine your life through the coaching process, you will get to know yourself and understand your motivations, values, desires, talents, and strengths.

As a Five-Capitals Certified Coach, with 20 years of national and international experience in coaching, leadership formation and development, equipping leaders towards greater emotional intelligence (EQ), I work with you as a leader to name and achieve your goals. My offer to you:

- A guided, International Coaching Federation (ICF)-aligned process that delivers greater awareness, responsibility, and ownership in leading your team and reaching your goals
- Assessment based coaching designed to grow EQ and expose, develop, and shrink your leadership blind spots
- Assistance in goal setting aiming towards clear, achievable, and measurable goals
- Accountability, support, and guidance in achieving your goals and leading your team
- A greater sense of purpose in your leadership, stronger team dynamic, clearer strategic focus

A few of the assessment tools available to you in the INNOVATE Coaching process:

- MPACT/APEST – discover your leadership strengths and how to maximize the leadership qualities of your team
- The Prioritized Leader/Life Assessments – naming and setting a plan to orient your priorities towards greater efficiency and effectiveness
- The Myers-Briggs Type Indicator® (MBTI)



I REALLY VALUE NORM'S INSIGHT,
AND THE CONTENT HE BROUGHT WAS
ALWAYS EXTREMELY SOLID, BUT
LIKELY EVEN MORE HIS WARMNESS
AND DESIRE TO FORM RELATIONSHIPS

- Rene, Kitchener

For a limited time, I am pleased to be able to offer six (6) coaching sessions for the reduced cost of \$400 (down from \$600). I do not want finances to keep you from achieving your goals through coaching – reach out and we can discuss options.

I look forward to hearing from you and beginning to journey together with you towards your leadership goals.

Norm Dyck

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