

Executive Coaching & Advising Services

Unlocking Leadership Through Followership and Culture

At The Encompass Group, we believe the greatest leaders are also great *followers*. Our executive coaching transforms leadership by flipping the script on the leader-centric only approach to coaching. Grounded in Dr. Tony Bridwell's research on **culture** and **followership**, our approach cultivates leaders who create trust, inspire action, and shape resilient, high-performing organizations.

Our executive coaching goes beyond developing technical leadership skills. We focus on strengthening the **emotional intelligence, self-awareness, and resilience** needed to thrive in today's demanding leadership roles. We understand that success is not only driven by strategic decisions but by a leader's ability to **navigate complexity, inspire trust, and lead with purpose**.

Leadership is not just about leading—it's about learning, adapting, and equipping others. Our coaching helps leaders master the art of followership to unlock their full leadership potential personally, professionally, and organizationally.

Our Unique Approach: Followership-Driven Leadership Development

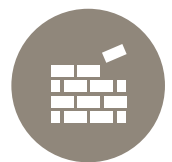


Leadership and Followership Duality

- We teach that effective leadership starts with strong followership. Leaders learn how to influence by first understanding the importance of trust, empathy, and collaboration within their teams.
- Outcome: Leaders who inspire others by mastering **Follower and Leader Capital**.

Culture Shaping

- Using the Culture Framework Model, we help leaders develop organizations where stories—spoken and unspoken—shape a thriving culture.
- Outcome: Leaders who show up authentically, speak up effectively, and sync up to create structural alignment for success.



Balanced Accountability Framework

- We focus on balanced accountability to build learning organizations. Leaders are taught to balance individual reflection with team engagement, fostering a continuous improvement mindset.
- Outcome: Teams with a high degree of accountability, trust, and adaptability.

Sustained Growth Through Learning and Development

- We equip leaders to cultivate a learning mindset by embracing continuous growth. Leaders learn to unlearn old habits, relearn new approaches, and build environments that promote curiosity and adaptability.
- Outcome: Leaders who foster continuous learning, shape teams and cultures of innovation and continuous improvement.





PEOPLE



BUSINESS

For growth-minded leaders transforming their organizations by investing in their people,
The Encompass Group is the people & technology optimization partner
whose love of others compels us to exceed clients' expectations and meet their greatest needs.

What Sets Us Apart

- **Research-Based Insights:** Our approach integrates research on followership, psychological safety, and organizational culture.
- **Practical Frameworks:** Leaders receive actionable tools such as the Culture Framework, Curious Coaching Model, and 7 Disciplines Model to drive real results.
- **Proven Track Record:** Our coaching has transformed CEOs, executives, and leadership teams by aligning their leadership style with their organizational values.

Discovery & Assessment

- We start by assessing your unique leadership challenges and opportunities.
- Tools: BE Leadership Self-Assessment, and 7 Disciplines Team Assessment.

Customized Coaching Engagements

- Each coaching engagement is tailored to your leadership goals, organizational needs, and personal development plan.

Ongoing Support & Results Measurement

- Quarterly check-ins at the conclusion of the engagement to determine progress made and address any outstanding areas of opportunity.

