



# FULL INFUSION

A ONE-YEAR PARTNERSHIP WITH TEAMS THAT MATTER

EXECUTIVE LEADERSHIP COACHING FOR PROFESSIONALS IN POSITIONS OF PUBLIC TRUST

**FULL INFUSION** is a comprehensive one-year executive coaching program for teams and organizations in high-stakes, high-impact occupations that require high levels of expertise.

## ENGAGEMENT PLAN

- Forensic Organizational Analysis (FOA)
- Strategic Organizational Analysis (SOA)
- Chain of Commitment assembly
- Leadership and personal effectiveness coaching
- Executive leadership consulting
- Leadership skills education
- Quarterly team engagement surveys
- Quarterly executive progress reports
- Facilitated team conversations and exercises
- *Mentors Among Us* interview
- Three-year strategic positioning plan
- Progress tracking and accountability tools
- Final Coach's Briefing

## OUTCOMES

- Enhanced team synergy and engagement
- Higher employee motivation
- Expanded leadership effectiveness
- Elevated confidence and morale
- Gains in productivity, efficiency, and quality
- Improved team function and cohesiveness
- Enriched workplace relationships
- Decrease in interpersonal conflicts
- Healthier organizational culture
- Sustained post-program momentum
- Reduced team anxiety
- Improved organizational rhythm
- Strategic clarity and collaboration



### JOHN M. COLLINS MA, SHRM-SCP

John Collins is an executive leadership coach specializing in working with professionals in positions of public trust, and is also the host of the weekly *Critical Victories* podcast in which he explores ways to improve decision-making in business and government. The author of three books, John has a master's degree in organizational management and holds a formal certification from the Society for Human Resource Management. John was formally trained by the College of Executive Coaching and has worked with people, teams, and organizations all over the United States and overseas. At the heart of John's approach to working with his clients is a disciplined focus on helping people's intentions overpower their circumstances. John is frequently praised by his clients for his warmth, energy, and insight.



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## Program Summary

- 1 FULL INFUSION is a **sustained one-year executive coaching program** administered for teams and organizations seeking to evaluate and refresh their overall effectiveness and enthusiasm.
- 2 A comprehensive **forensic organizational analysis** is conducted to identify areas of organizational culture and functioning where energy, if any, is being wasted on coping with barriers to optimal performance.
- 3 A **strategic organizational analysis** is conducted to better understand organizational strengths and opportunities, which allows for a more customized application of coaching and consulting services
- 4 During the year, **a multimodal blend of team development strategies** are applied, including personalized coaching, management consulting, learning content, assessments, and facilitated conversations.

### ✓ Getting Started

1. Initial consultation
2. Assign a program coordinator
3. Determine program start date
4. Engagement agreement
5. *Chain of Commitment* registrations
6. Program start (1st Monday of any month)

### ✓ Return on Investment (ROI)

According to research conducted in the last 10 years, the return on investment for an effective coaching program can reach 700%.

FULL INFUSION participants enjoy a one-of-a-kind learning experience that improves the overall effectiveness of both individuals and their teams. **It's continuing education on steroids!**

### ✓ Pricing

We use a standard formula to determine program pricing based on the number of participants.

During the initial consultation, we will determine how many participants from your organization will be in the program.

Based on the information we gather, a formal proposal with an engagement agreement will be provided for your consideration.

Getting started is easy. **We'll do all the work!**

### ✓ Time Commitment

The commitment of time and energy for each participant is only a few hours each month. But the more effort participants put into their learning, the more they will get out of it. Our program is designed for maximum flexibility.



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## Program Terms and Principles

**Chain of Commitment** - a group of individuals who come together in a unified and collaborative effort to increase their individual and collective effectiveness. Unlike a *chain of command*, individuals within a *chain of commitment* are motivated by a sincere desire to improve themselves, their teams, the value they deliver to customers and stakeholders, and the environment in which they work. In the FULL INFUSION program, individuals must be part of a chain of commitment to qualify for personalized coaching and access to our educational materials.

**Forensic Organizational Analysis (FOA)** - a specialized assessment designed and administered to identify aspects of an organization's operations and/or culture that are preventing optimal performance. Generally speaking, most reasonable people want to perform at a high level. When they don't, it is often because their energy is being consumed by a need to cope with hardship. Because FOA is a way to identify where energy is being lost on coping, it sets the stage for positive change that can dramatically improve the feel and functioning of a team.

**Mentors Among Us (MAU)** - a program in which our executive coaches conduct live or recorded interviews of individuals having significance to our host organizations. Each interview, which last about 60-90 minutes, is conducted as an educational experience for the organization's current members. Whenever possible, we seek to interview people who have high levels of institutional knowledge, are highly respected within the host organization, and have insights that would be of educational value to the audience. As part of the FULL INFUSION program, we conduct and record one MAU interview, usually in the latter half of the program.

**Multimodal Blending** - an approach to facilitating enhanced team functioning through the building of individual effectiveness at scale. In the FULL INFUSION program, we focus on presenting educational content that reinforces the coaching and consulting we do for our host organizations. Although most of our content is pre-prepared, we present it in a customized way whenever possible, which is informed by what we learn through our assessments and coaching sessions. Multimodal blending is simply the diversification of strategies leading to the host organization's growth and enhanced overall performance.

**Strategic Organizational Analysis (SOA)** - a specialized assessment designed and administered to evaluate the strengths of people, teams, and organizations with an emphasis on scanning the host organization's strategic environment for key opportunities to improve its culture and operations. This has the effect of expanding the overall capacity to deliver value to customers and stakeholders with minimal resistance. The SOA is a forward-looking assessment driven by an optimistic and resolute urgency to establish and advance key strategic priorities that raise the performance and reputation of the team or organization. The SOA is completed immediately after the FOA.



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## GETTING STARTED

To learn how FULL INFUSION can help your team optimize its performance, please complete the online registration form at the following URL: <https://www.emailmeform.com/builder/emf/criticalvictories/fi>

There is no obligation for submitting your registration. We can provide you a price quote based on our understanding of your needs and the number of people you anticipate being part of the program.

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