

# Leader TheraCoaching Essentials

*Providing Essential Leader Development Resources  
As an Extraordinary Mental Health Professional™*

**Dr. David Gruder, PhD, DCEP**

*Founder & Chief Integrity Officer, Integrity Culture Systems™*

*Leadership, People Skills, & Collaboration Culture Architect*

*Clinical & Organizational Development Psychologist (California, PSY 9266)*

*Book Awards in Leadership, Business, Mental Health, Social Change, & More*



## **Adapting Your Mental Health Expertise to Assist Leaders**

*“Leaders far too often get elevated into roles their emotional maturity & psychological skills can’t sustain. If mental health professionals don’t help with this, who will?”*

~ Dr. David Gruder, a clinical and organizational development psychologist, and leadership development expert who hasn’t merely occupied many leadership roles over the past 40+ years — he was the first recipient of a leadership award that was named in his honor.

In this enjoyably fast-paced day-long program, you’ll not only benefit from the key lessons Dr. Gruder has learned from being a leader, and from mentoring leaders in business, healthcare, education, nonprofits, and politics. You’ll learn how to:

- 1) Assess in your leader clients nine key psychological attributes that appear to distinguish sustainably successful leaders from temporarily successful and unsuccessful ones;
- 2) Evaluate these attributes and upgrade them in yourself so you can best assist leaders;
- 3) Repurpose your expertise as a mental health professional to assist leaders in upgrading each of those nine attributes, including EP methods to assist with these upgrades;
- 4) Four key integrated “people smarts” procedures that create businesses are high performance, high happiness, high integrity, and high profitability.

In addition to the specific strategies and skills you’ll learn during this day you’ll also discover:

- Why expanding your expertise to become an Executive/Leader TheraCoach enables you to provide a much needed service for business, education, governance and societal wellbeing
- The highly valuable opportunity this offers to mental health professionals, and the benefits you can enjoy from doing this
- How to effectively navigate the unique ethical considerations that accompany providing these services

## **What Will Be In Your Leader TheraCoach Training Guide**

- Key Leadership Skills Assessment
- Dynamics of Healthy & Dysfunctional Organizational Cultures
- Overview of Authentic Collaborative Accountability
- Guidelines & Procedure for Establishing Accountability-Capable Agreements
- Procedure for Evolving Best Practices (Debriefing)
- Procedure for Collaboration-Building Breakdown Repair
- Procedure for Engagement-Maximizing Performance Reviews
- Procedure for Collaborative Disengagement
- Accountability Commitment Covenant to Have Your Leader Clients Sign

## **You Will Receive the Worksheets During the Training Itself**

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WEBSITE & EMAIL

DrGruder.com

DrDavid@TheNewIQ.com

BUSINESS PSYCHOLOGY TRAINING PROGRAM

Making Leadership Effective,

Collaboration Successful & Integrity Profitable™

CELL/TEXT & VM/FAX

Cell/Text: 1-619-246-1988

VoiceMail/Fax: 1-858-755-1988

## **Course Learning Objectives**

- 1) State 5 main functions of leaders
- 2) Describe 11 psychological dimensions that appear to distinguish sustainably successful leaders from temporarily successful and unsuccessful ones
- 3) List 6 ingredients in helping leaders upgrade their psychological literacy with each attribute
- 4) Name 3 key "People Smarts" skill sets that can develop leaders into collaboration facilitators
- 5) State 1 difference between psychotherapy & Executive TheraCoaching in each of these areas: objectives, strategies & tactics

## **Course Outline**

### **The Big Picture**

- Five Main Functions of Leaders
- How Leaders are Set Up to Fail and How Executive/Leader TheraCoaches Can Help Them Succeed Instead
- Three Types of Leaders
- Leader Integrity Alignment
- The Top Five Leader TheraCoach's Roles & Five Steps in Helping Leaders Upgrade Their Psychological Literacy as Sustainably Successful Leaders
- Ways EP Methods Can Help

### **Key Psychological Dimensions of Sustainably Successful Leaders**

- Why Knowing Your Own Relationship With These Attributes Matters If You're Going to Help Executives & Other Leaders Upgrade Theirs
- EXERCISE: Assessing Your Leadership Strengths & Growth Edges

### **Four Integrated Procedures That Create High Performance, High Happiness, Leaders & Personnel**

- Healthy & Dysfunctional Organizational Culture Dynamics
- EXERCISES: 1) Accountability-Capable Engagement & Project Agreements; 2) Debriefings That Evolve Best Practices; 3) Breakdown Repairs That Upgrade Collaboration & Accountability; 4) Performance Reviews That Maximize Discretionary Effort & Loyalty

### **Differences in Objectives, Strategies & Tactics Between Psychotherapists & Executive TheraCoaches**

- Skills Upgrades vs. Baggage Removal
- Strategic Planning & Outer Accountability vs. Treatment Planning & Inner Work

### **Ethics & Practical Considerations Specific to Leader TheraCoaching**

- Holding Leaders' Feet to the Fire More Confrontively Than Conventional Psychotherapy
- The "Thera" Side of TheraCoaching: Why, When & How to Provide Psychotherapy in the Context of TheraCoaching versus When to Refer for a Leader for Concurrent Psychotherapy

**You Will Receive the Rest of This Packet During the Training**