

BENEFITS OF COACHING

Leadership coaching is confidential, accelerated, tailored professional and personal development where the leader and coach engage in an interactive relationship. The focus of the coaching process may be to help develop as a leader, to improve organizational performance, or to successfully transition to greater or different responsibilities. The coach helps the client achieve his or her goals, vision, and plans faster than could be accomplished otherwise. Impacts may include:

- Deliver **concrete business results** against objectives with more regularity, greater ease, effectiveness and efficiency
- **Build knowledge and skills** in critical areas of leadership
- Apply skills to ‘real life’ leadership challenges
- **Increase confidence** and competence to achieve greater results
- **Form and influence teams** with greater success
- Achieve wiser and **faster decision making**
- **Increase creativity** and problem solving
- Create **better relationships** (with manager, peers, reports, colleagues, and customers)
- **Manage stress** and build resilience
- **Boost retention**

LEADERSHIP COACHING

Suntiva supports **Federal Defense and Civilian agencies** in assessing organizational and individual leadership development needs. We partner with leaders to identify the best coaching solutions for their situation and offer confidential coaching support. A successful coaching program will accelerate leader development and create a community in which the leaders’ change and continual learning is embodied.

We support common leadership challenges, such as:

- Providing direction and vision to staff
- Managing change
- Increasing political savvy and ability to influence
- Enhancing leadership presence
- Addressing conflict on teams
- Enhancing effective communication
- Improving delegation
- Holding people accountable
- Holding a feedback session with an employee – positive/improvement-oriented feedback
- Dealing effectively with different interpersonal styles
- Dealing effectively with difficult people

Why Choose Suntiva

- Provided one-on-one and team coaching to thousands of leaders across the Federal Government
- Successfully implemented and managed coaching programs from five to eighty concurrent participants
- Coaching approach ties individual goals to organizational objectives
- Provides organization leadership insights on major coaching themes captured in coach roundtable discussions
- Deep and diverse coaching cadre of more than 50 ICF certified coaches have significant experience working within Federal scientific and regulatory agencies, hold advanced degrees, and represent diverse ethnicities, gender and backgrounds representative of the workforce
- Coaches certified and trained in a variety of instruments such as 360 feedback assessments, MBTI, DiSC, FIRO-B, and Thomas Kilmann Conflict Mode



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COACHING SERVICES

Targeted Coaching. Typically a few coaching sessions to build self-awareness and take ownership alongside resolving specific business issues

Team Coaching. Typically a few coaching sessions to assist in resolving team issues by providing one-on-one coaching to the leader and real-time coaching to the team

Cohort Coaching. A six-month program to train leaders alongside their peers on relevant leadership topics and problem solve as a collaborative cohort in small groups. Leaders coach each other on similar management challenges

Individual Coaching. A four- to nine-month program to increase leadership capacity and organizational impact. Leaders create individual coaching plans, formalize goals, and implement actions through one-on-one coaching

OUR WORK

Transforming Leaders. An FDA Center encountered major changes when it consolidated resources and space. Suntiva has provided a comprehensive executive coaching program for over 200 managers and supervisors. Leaders have reported that they can deliver lasting business results while fostering an environment of enhanced job satisfaction and improved working relationships. Coaching and leadership skill building has helped leaders improve performance of low performing groups or transition employees to roles aligned with their strengths. Participants rated Suntiva's 40+ group coaching workshops 4.75 out of 5 for effectiveness in building their skills in areas such as time management, influencing, having difficult conversations, setting clear expectations and providing feedback.

Coaching Through Change. An FDA Office required a transformation of the 5,000 workforce, operations, supporting processes, and leadership practices. Suntiva designed and delivered a cohort-based nine-month resilient leadership development program to over 400 leaders. Suntiva's efforts enabled improved ability to lead with conviction, maintain a non-anxious presence and stay connected during times of transition. Program Sponsors reported the program has been of great value to include the implementation and use of a shared terminology being across their organization.

ABOUT US

Suntiva is a business transformation and technology company serving Federal Government agencies. We are committed to Enabling Smart Government™ by supporting government leaders with Digital, Workforce and Business Process Transformation solutions and services designed to improve performance through people, process and technology in significant, measurable and sustainable ways.

We incorporate change management and technology adoption practices throughout the project lifecycle to ensure successful outcomes for the mission and stakeholders.

Embodying great minds and great hearts, we apply our knowledge, experience and passion to collectively help government leaders realize success through more efficient operations and better service delivery. Suntiva is an appraised CMMI Level 3, small disadvantaged business, founded in 2002 and headquartered in Falls Church, VA.



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