



## Who we are

Alpha Insights provides business and professional support to leaders who seek personal or organizational performance improvement. Our expertise in organizational change includes enabling leaders to accelerate the success of change initiatives and to participate in their own journey of learning and personal growth.

We are senior coaches, advisors, and consultants providing a full range of talent acquisition, development, and management services.

Our executive coaches bring a wealth of experience in both public and private sectors. Please read more about their experience at <http://www.alphainsights.ca/content/executive-coaching>.

## Our Clients

We work with accomplished individuals seeking to improve their leadership skills in turbulent and fast-changing times. They have taken on multiple challenges in multiple roles and been successful at every level.

Like many of our clients, you may be asking the following kinds of questions:

- Is transformation negatively impacting morale, making it difficult to motivate myself and others?
- Do challenges like skill shortages, directional changes, restructuring, budget cuts mean I'm always reacting? How do I and my team find the time to plan and focus on our priorities? How do we create our desired future, rather than react to the crisis of the day?
- Do the thinking styles of my boss, colleagues, or team members make communication difficult?
- Does my team struggle to understand their roles and top priorities?
- Are we behind schedule and over budget on any of our critical initiatives?
- Are my employees aligned and engaged to the extent they could be?

Alpha coaches help you grapple with the root causes that affect both your individual effectiveness and your team's performance. We use proven approaches and frameworks, and adapt them to your unique leadership challenges and strengths.

We help executives deal with a lack of role and goal clarity, unconscious behaviors, overwhelming workloads and other factors that conspire to hold back both individuals and teams.

## How we help

"We can't change who we are, but we can change what we do". At Alpha we facilitate a process that creates heightened awareness on the part of leaders, enabling them to act on the resulting insights. When you engage us, you are engaging highly skilled consultants and executive coaches who support you and your teams in growing your individual and collective effectiveness for personal effectiveness, organizational change, and alignment of priorities; not only doing more, but doing it more rapidly, more effectively, and with greater engagement and satisfaction.

While common principles guide our work, our solutions are tailored to the need. Our coaches are agile, adaptive, and attuned to a future where leaders must learn to adapt to an increasingly complex and ever-changing environment.

- **Context Discovery:** We first establish what feedback data is needed. We often combine in-person interviewing with a variety of instruments in such areas as behaviour/style, 360° feedback, emotional Intelligence, culture, values, organizational capability assessments, to ensure a thorough understanding of context and create a baseline. Our instruments and approaches are globally validated, use the latest in analytics technology and are highly cost-effective.
- **Vision and Commitment:** Context shapes vision, and alignment ensures commitment. Vision is the basis for aligning personal objectives with organizational context and goals and identifies key areas for development. Plans define the goals and measures that ensure commitment.
- **Coaching:** Alpha coaches provide individuals and teams with a confidential sounding board for challenges, limiting beliefs and concerns and focus them on their objectives. They also provide aggregated, anonymous, feedback, enabling real time intervention that anticipates rather than reacts to events.
- **Value Generation:** The Alpha process ensures and demonstrates the value that is created. When modified individual and team behavior can be shown to turn up the dial on organizational performance, clients know that they have achieved their leadership support objectives.

## How we are different

Executive coaching is typically used as an individualized leadership development tool that complements “one size fits all” development programs. Our approach ensures that individual needs are addressed within the context of the organizational imperatives.

Alpha Insights is truly different in how we address this reality:

- Our organizational development expertise means we are able to identify and elevate insights and themes that benefit the organization as a whole, particularly when working with teams.
- We provide services in both English and French.
- We do not believe that there is one right approach, so we select coaches for compatibility with clients and for expertise that is relevant to your domain.
- In change initiatives, Alpha coaches spend time understanding organizational context. They identify behaviours that can be leveraged, and those that can be an impediment to attaining objectives, and build both individual and team development plans that focus on common goals, and organizational imperatives.
- “Culture eats strategy for breakfast” if the two are not aligned. Alpha coaches have the wisdom, the training, and the tools to identify potential disconnects, enabling individual coaching that supports alignment.

For more information, visit [www.alphainsights.ca](http://www.alphainsights.ca) to explore our capability and how our coaches can help.