



Teaching, Training, and Coaching Leaders



Providing tools
To strengthen organization's cultural structure





**Weekly ON-LINE or IN
PERSON COACHING AND
CONSULTING**



Leadership Development

Tools for Leaders



801-608-2236



2163 East 3300 South
Salt Lake City, Utah 84109



CULTURE ANALYSIS



SITUATION MANAGEMENT



PERFORMANCE MANAGEMENT



SUCCESSION PLANNING



REDLINING/BURNOUT

CALL or Text TO SET UP AN APPOINTMENT NOW

www.jhaaslc.com

Training Module



CIS Situation Management

One session a week for 15 weeks
Call and schedule

- Cultural Biases
- Organizational Structures
- Operational Systems
- Performance Processes

Training Module



FETIS Performance Management

One session a week for 15 weeks
Call and schedule

- Hiring and Onboarding
- Professional Growth
- Advancement and Succession
- Leadership and Followership

Training Module



TRACTS Performance Analysis

One session a week for 10 weeks
Call and schedule

- Project Analysis
- Goals and Objectives
- Boosters and Barriers
- Sustainability and Timelines

Leadership Development, Clinics, Seminars, Coaching.

Services are
ON-LINE and ON-SITE

LEADERSHIP TRAINING

FIFTEEN WEEK PROGRAM



CIS Situation Management

The CIS model is a situation management tool that provides intellectual support to performers. The model targets three basic concepts of leadership/performer relationships. The course helps the participant understand what is in their control and influence and how they can offer support to each.

Coaching Topics

- Depersonalization
- Three types of biases
- Control - Influence - Support
- Beliefs - Attitudes - Behaviors
- Boundaries - Screens - Filters
- Ten types of Influences

Program details

- Fifteen weekly sessions
- Weekly support calls
- Live situation management support
- Transformational communication
- Program module (paper or electronic)
- Leadership measurement guidelines

Each participant will receive tools to effectively manage many situations. The model is a step-by-step depersonalization action plan for successful situation management. The CIS model serves as a blueprint for each participant and delivers tools to depersonalize situations and target solutions-based outcomes.

FIFTEEN WEEK PROGRAM



FETIS Performance Management

The FETIS model is an outline to show leaders how to develop expectations, embrace accountability and receive and provide actionable feedback. The model is a tool and resource for both a leader and performer to build an effective developmental and succession platform. Each performer's execution of the expectations is demonstrated by their practical knowledge, demonstration, and application. The FETIS model is a tool to guide all performers improve emotional and organizational intelligence.

Coaching Topics

- Talent Identification
- Talent Acquisition
- Onboarding
- Expectations and Accountability
- The Performer Growth Series
- Performer Succession Blueprint

Program details

- Fifteen weekly sessions
- Weekly support calls
- Live performance management
- Group and team discussions clinics
- Program module (paper or electronic)
- Succession planning

The FETIS model is designed to provide leaders and performers the tools that will help guide them to reach and exceed expectations. The model's construct initiates from an organizational platform upon which the leaders and performers communicate needs to be in a position to meet expectations. It is important that each performer understand and embrace the opportunity of guided feedback and accountability and the FETIS model is a tool that renders the needed support to be successful.

FIFTEEN WEEK PROGRAM



TRACTS Performance Analysis

The TRACTS analysis is a process designed to identify operational targets and leverages advantages with challenges to creates opportune timeline for the overall mission. The vision, mission, and cultural initiatives can provide the details to guide the organization and the TRACTS analysis is a tool that creates a path towards cultural and operational sustainability.

Coaching Topics

- Identify and Target primary and secondary goals and objectives.
 - Understand the range and impact of goals and objectives.
 - Leverage internal and external challenges and advantages.
 - Establish Practical, Attainable, and Relevant timelines.
 - Evaluate the structures, systems, and processes for sustainability.
-

Organizations can perform many different analyses, from Cultural, operational, and financial to structural systems and processes; the tool for measuring is important as it is a guideline that outlines the progress. The TRACTS model is a comprehensive tool that will center the target and be a resource to measure the range and impact carefully.



JOE HENDERSON AND ASSOCIATES
EXECUTIVE COACHING

Organizational Culture and Leadership Training



Dr. Joseph Nathan Henderson

- Former professional athlete
- Over thirty years of culture and diversity leadership
- Over twenty-five years of executive leadership
- Over fifteen years as an executive coach
- Doctor of Business Administration Education
- Master of Organizational Management
- Bachelor of Family Cultural Studies
- Certified Mediator
- Certified Executive Negotiator
- Certified Conflict Management
- Certified Lean Six Sigma Black Belt Professional
- Author of FETIS, CIS, TRACTS leadership models



Contact Us



2163 East 3300 South
Salt Lake City, Utah
84109



www.jhaaslc.com
www.linkedin.com/in/joehendeson/



801-608-2236

