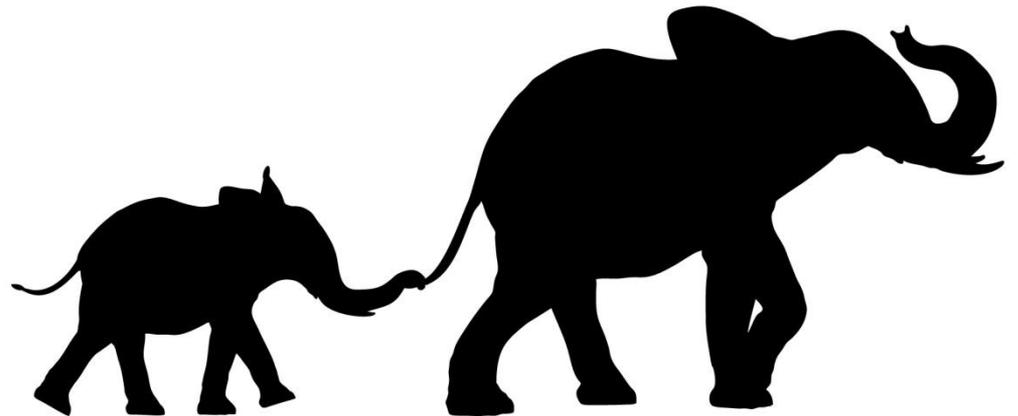


# Executive Triad Coaching

I  
am  
Because  
we  
are



openspaceslearning  
Awareness. Choice. Performance.





## You might be experiencing...

- Not enough time to get everything you want to accomplish in your day
- Feeling overwhelmed
- Wanting to accomplish more or wanting to make a bigger difference
- Challenges with keeping others accountable
- Feeling like you don't have enough support



One of the most effective ways to deal with performance or resource based challenges is to operate in a triad.

### *What is a triad?*

- A relationship between three people who are responsible for each other's success.
- Purpose and values guide the triad's decision making.
- It Inspires collaborative behaviour that overcomes personal differences.



## Successful Triad Results



**Eight years of research with two dozen corporations and 24,000 employees showed that stable partnerships in the form of triads yielded the following results:**

- Experiencing more time
- Increase in overall business results by 30%
- Two other people directly supporting you in your goals
- Accountability becomes natural



## Where Triad Coaching has been Implemented\*

Amgen  
Amtrak  
Bombardier  
British Airways  
Butte College  
CB Richard Ellis  
Cigna  
Colliers International  
DaimlerChrysler  
Independent Women's Forum  
Intel  
International Center for  
Leadership In Finance  
Jet Propulsion Laboratory  
Kaiser Permanente  
Kraft  
Linkage Asia  
Philip Morris  
RBC Insurance  
RBC Royal Bank  
Schwab  
Sierra County Health and Human  
Services  
Small Business Times  
Space Frontier Foundation  
Spin Master Ltd  
United Technologies  
Women in Technology  
International  
XAP Corp  
Zappos



## Triad Coaching: One Client's Results

**Client's challenge:** Re-engaging employee pride in organization during a time of staff reduction and budget cuts.

**Who was involved:** Executive team

**Insights:** Success of team could only be realized by holding each other accountable and supporting the team in all aspects of achieving their goals - work and personal lives included.

**Type of learning program:** Executive Triad Coaching

**Performance results noticed:**

- Ability to effectively make better decisions driven from our values
- Getting things more quickly, particularly in groups
- Where it was an us against them culture; this has shifted to a collaborative culture based on driven by shared values and goals.

**Leslie Bennett & Heather Shapter** are principals in a training and development company called **Open Spaces Learning** that designs and delivers strategic culture-shifting programs that cultivate effective workplaces in line with values and purpose.



NCC (Newfield Certified Coach), PCC (Professional Certified Coach) B. Comm, Approved Tribal Leader

Leslie brings a wealth of leadership development, facilitation and design experience spanning 20 years. Ms. Bennett is one of the few people in the world who is trained to facilitate global Tribal Leadership programs. She is one of the few 'CultureSync™ Approved Tribal Leaders in Canada. A "Tribal Leader" is a leader whose teams produce vastly superior results by synchronizing culture and strategy.



B.A. (Psychology), M.B.A.

For the past 20 years, Heather has partnered with leaders in business, not-for-profit, government and academia all over the world to build top performing teams. She currently leads an international team that leads the world in its field on a number of performance measures. Heather has been recognized nationally and internationally for leadership in service of others.