

# FORCHIEFS

## Purpose:

Sharing the overview of the collaborative journey between ForChiefs and Dataguard in supporting Leadership and Leadership Team development.



# Starting Points

## 1. Tailored Leadership Development Approach (2024-2025)

- Target: Co-CEOs, Executive Team, Extended Executive Team

## 2. Co-Creation Process

- Collaboration with Co-CEOs, People and Strategy functions at Dataguard
- Clear single point of contact from Dataguard and ForChiefs

## 3. Integration with Existing Frameworks

- Align with Dataguard's tools, structure, planning, and goals

## 4. ForChiefs' Role

- Partner in coaching, assessing, and conducting workshops

## 5. Predictable Journey

- Adjustable based on Dataguard's needs

## 6. Primary Contact

- Hugo Suidman, coordinating contributions from other ForChiefs Sidekicks

## 7. Workshop Duration

- Typically one full day, adjustable based on expectations and topic complexity

## Workstreams

1. Co-CEO-Coaching

2. Executive Team Development

3. Executive Individual Coaching

4. Extended Executive Team Development

5. Business-Related Topics with Momentum



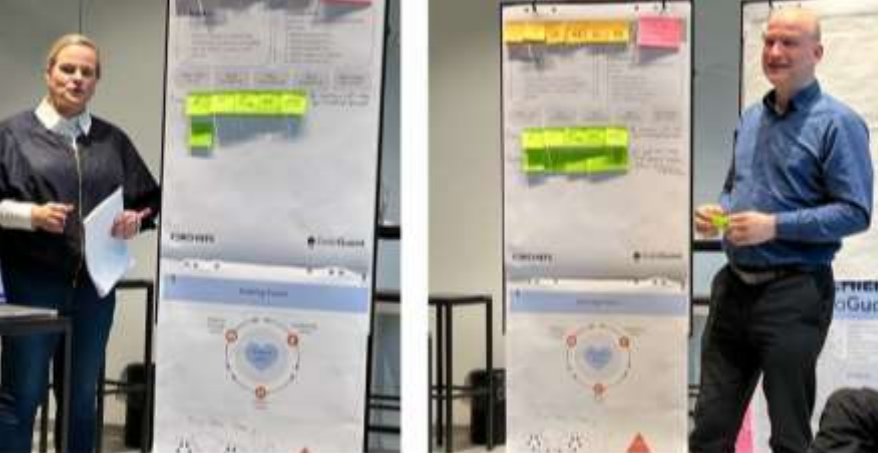
# CEO Coaching

## Goals:

- Enhance leadership skills for future company phases
- Provide a platform for discussion and exchange on CEO roles, goals, and dilemmas
- Track progress on specific behavioral development

## 12-Month Coaching Setup:

1. Individual Sessions: 6 sessions (90 minutes each) per
2. Co-CEO starting in March
3. Joint Sessions: 3 sessions (90 minutes each) throughout the year
4. TLC 360 Debrief: Four-hour session per Co-CEO for TLC 360 debriefing and goal setting
5. Progress Measuring: Track 1-3 behavioral goals on a 4-week basis using Coachmetrix
6. Coaching Partner: Hugo Suidman



## Goals:

- Establish Executive Team as 'Team 1' with cohesive vision and purpose
- Define and model leadership standards
- Regular full-day interactions for team and leadership development

## 18-Month Journey Setup:

### 1. Team Strengthening:

- Shape and assess Team 1
- Improve cohesion, trust, and effectiveness

### 3. Leadership Standards:

- Set leadership principles and translate into observable behaviors
- Develop collective and individual goals

### 5. Trust & Communication:

- Create safe space for authenticity and professional collaboration
- Install practical approaches for conflict resolution and feedback

### 7. Purpose and Vision:

- Reiterate and communicate purpose and mission
- Engage organization in defining individual and collective purpose

### 2. Role Definition:

- Define exclusive work of the Executive Team and its members
- Clarify roles and responsibilities

### 4. Interpersonal Intelligence:

- Enhance self-awareness and collaboration skills
- Implement collaborative rituals

### 6. Transformational Leadership:

- Define future leadership paths and necessary behavioral changes

### 8. Extended Modules:

- Optional expert-led modules: Breathwork, Meditation, Purpose Work, Leadership Circle Profile, Storytelling

# Executive(s) Coaching

## Goals:

- Develop leadership skills for Executive roles
- Set developmental goals based on Leapsome insights
- Match executives with suitable coaches
- Provide a platform for role-related discussions

### 1. Goal Definition:

- Reflect on Leapsome results
- Set and sync goals with Co-CEOs

### 2. Coach Matching:

- Match executives with appropriate coaches
- Conduct competency and chemistry checks

### 3. 12-Month Coaching Journey:

- Initial 2-hour session
- 7 follow-up sessions (90 minutes each)

### 4. Optional Extensions:

- Leapsome replacement with TLC
- Goal tracking with Coachmetrix

### 5. Evaluation:

- Reflect on goals and progress
- Define next steps with Co-CEOs





# Extended Executive Team'

## Goals:

- Consistent leadership style across top management
- Identify succession potential
- Unified leadership definitions and tools

## Setup:

### 1. Combined Sessions:

- Workshops with both leadership layers
- Invest in trust and team play

### 2. Specific Workshops:

- Translate Executive Team outcomes to Extended Executive Team
- Similar journey as Executive Team

### 3. Individual Coaching:

- Coaching sessions for Extended Executive Team members
- Goals based on Leapsome and executive input

# Business-Related Topics with Momentum

## Goals:

- Apply leadership skills to business-critical topics
- Ensure leadership development principles are implemented

## Setup:

### 1. Integrate Business Topics:

- Use current topics for leadership workshops
- Translate leadership insights into company-wide communication

### 2. Facilitate Business Discussions:

- Upgrade discussions with facilitation
- Apply leadership principles to business topics
- Ensure accountability to leadership standards



## Timeline

**Executive Team Journey:** Ongoing, scheduled every 8-12 weeks

**Coaching:** Start in September 2024

**Extended Executive Team Journey:** Begin from Q3, 2024

**Individual Topics:** Schedule as needed



## Topics to Discuss

1. Support from Other ForChiefs Sidekicks

2. Rates and Pricing Tiers

3. Integration of Leadership Circle Approach

4. Partial ESOP Payment Scaling

5. Coordination of Collaboration Complexity

