

Day 1 Cheatsheet — The L.E.A.D. Arc

The whole day on one page — keep it beside every session

What leadership coaching is

Leadership coaching is a structured, question-led partnership that builds a leader's own thinking — not advice-giving, not consulting, not therapy. You contract with three parties (sponsor, leader, coach), you protect confidentiality, and you grow capability that stays after the engagement ends.

The L.E.A.D. Arc — your signature session model

L	LISTEN	Deep listening + data. Hear the leader's story, the stakeholders' story and the numbers — before you say anything.
E	EMPOWER	Return ownership. Reframe problems into choices the leader owns; ask questions that build their answer, not yours.
A	ALIGN	Connect insight to direction. Align the leader's actions with vision, values and the sponsor's success measures.
D	DEVELOP	Make it durable. Turn the session into practice: commitments, experiments, feedback loops and a review date.

The 7 Basics of leadership coaching

1. Listen before you lead — the leader talks 70%, you 30%.
2. Ask before you answer — one more question, every time.
3. Own nothing that belongs to the leader — return every problem with a choice.
4. Contract openly — sponsor, leader and coach agree on goals, scope and confidentiality.
5. Work the system, not just the person — leaders act inside org structures.
6. Measure behaviour, not vibes — baseline, track, review.
7. Develop, don't rescue — capability that stays beats answers that leave.

Coach vs. advisor vs. mentor — 60-second check

Advisor: “Here is what I would do.” · Mentor: “Let me show you my path.” · Coach: “You already hold most of the answer — let's build it.” If you are generating the answer, you are not coaching.

Home assignment

Catch the advice trap in the act: in your next leadership conversation, count how many times you hand out an answer vs. ask a question. Log it in your workbook.