



**Integrated Leadership Systems offers three primary services:
Executive Coaching, Organizational Consulting and Leadership Training.**

Everything we do at ILS is based upon personal transformation through cognitive-behavioral psychology.

Executive Coaching

In executive coaching, we teach people, one-on-one, to understand what they are thinking and feeling. This process illuminates how thoughts and emotions impact behavior and communication, allowing leaders to change. Many managers and leaders become dominated by fear (emotionally reactive). We teach them the tools to manage those emotions while harnessing what they are passionate about (emotionally creative).

This evidence-based practice transforms people into effective leaders. Common results are: increased focus, decreased anxiety, improved judgment and decision-making, more effective communication and listening skills, increased accountability and improved relationship skills.

Organizational Consulting

ILS consulting offers multiple layers of insight into an organization's culture by working with both teams and individuals. This process creates more authentic communication and productivity. We work one-on-one with leaders and hold team meetings to reinforce necessary changes through continuous feedback. We often use a powerful 360° profile to assist us in shifting entire cultures from reactive to creative. This tool and process highlights how individuals are contributing to their organization's difficulties.

ILS consulting is customized to meet the needs and desired changes of the organizations we serve. Common results are: improved leadership effectiveness, increased accountability, authenticity, efficiency in meetings, effectiveness in communication and problem solving, and improved employee engagement, development and retention.

Leadership Training

ILS offers training and workshops, on or off site, for executive leaders and emerging managers. The trainings are customized to our clients. ILS Leadership Training areas of focus are: authentic leadership, stress management, communication skills, accountability, coaching and mentoring, emotional intelligence, management skills, trust, and leading through change.

Our interactive training style gives teams the opportunity to process what happens in the workplace and use new strategies to help them navigate specific situations. Our training also helps leaders and managers understand organizational change and how it impacts everyone.