

ExecREADY

Grow executive talent **from within**.

A targeted program for leaders identified for a bigger role, and for leaders who want to take the next step on their own initiative. It combines executive coaching with the full Certificate in Applied Leadership pathway, so the people you're counting on build capability and credentials before the seat opens, not after.

The bench doesn't build itself.

Most organizations know who they'd want in a senior role. Fewer have done anything deliberate to get those people ready. Succession plans name candidates; ExecREADY develops them, with a coach in their corner and a pathway that recognizes each step.

80%

of organizations lack confidence in their leadership pipeline.

SOURCE: DDI GLOBAL LEADERSHIP FORECAST, 2025

Who it's for

- **Identified for succession.**
The organization sees them in a senior seat. ExecREADY prepares them for when it opens.
- **Preparing for advancement.**
High performers building capability before the title, whether self-identified or identified by the organization.
- **Already in a senior role.**
Leaders who hold the seat and want to lead it with more effectiveness and confidence.

By application. Open to individuals and to organizational cohorts.

A coach in their corner.

45-minute 1:1 sessions with a certified executive coach, monthly or quarterly, on their goals, their strengths, and what's in the way.

The full pathway, sequenced.

IGNITE, eLEAD, eCOACH, and an eFOCUS elective across the year, earning the Certificate in Applied Leadership (CAL) along the way.

Built around the person.

An intake profile, a discovery and goal-setting session, and quarterly reflections keep the year anchored to their own development plan.

What sponsors tell us they see. Greater self-awareness and readiness. More initiative and ownership noticed by managers. A shared coaching language across the cohort. Tools applied the same week, not filed for later.

WHAT'S INCLUDED

Coaching and credentials, **connected.**

Every participant

- **Executive coaching.** Twelve monthly or four quarterly 45-minute 1:1 sessions with a certified executive coach.
- **Certificate in Applied Leadership pathway.** IGNITE, eLEAD, eCOACH, and an eFOCUS elective, sequenced across the program. Inquire about equivalencies that apply.
- **Coaching intake profile.** Structured pre-work that surfaces strengths and development priorities.
- **Discovery and goal-setting session.** Guided support to build a personal ExecREADY plan.
- **Quarterly reflections.** Guided progress reviews and goal refinement.
- **Optional EQ 360.** A multi-rater emotional intelligence assessment with a debrief from an ICF-credentialed coach.

Group enrollment adds

- **Quarterly leadership roundtables.** Confidential small-group sessions where the cohort works through challenges together.
- **A planning session** with your L&D team and internal sponsors.
- **A kickoff webinar** for managers and sponsors, so they can support and reinforce what participants are learning.
- **Participation reports** to track engagement and completion.

Two credentials

The Certificate in Applied Leadership (CAL), and the ExecREADY digital credential for the full ExecREADY experience. Completing the certificate opens eligibility for the CLPD, jointly awarded with Royal Roads University.



A representative year

Q1

Intake profile and discovery session. IGNITE begins. EQ 360 if added.

Q2

eLEAD, 8 weeks. First quarterly reflection and roundtable.

Q3

eFOCUS elective: Leading Change, Inclusive Leadership, or Resilient Leadership.

Q4

eCOACH, 8 weeks. Final reflection, certificate and ExecREADY credential awarded.

Coaching runs throughout. Fully virtual, about 3 hours a week during program blocks and lighter between them. Sequence adjusts for pace, equivalencies, and cohort start dates, and the pathway can extend beyond a year.

Planning for succession? Tell us who you're developing and we'll map the year, the coaching rhythm, and group pricing. Investment depends on coaching package, group size, and equivalencies.

training@eleadershipacademy.com · eleadershipacademy.com/execready