



INTEGRO
COACHING™

Executive Leadership Team (ELT) Development

Vision for Your ELT

- What is your purpose for this team?

- What will this team accomplish?

- What roles or responsibilities will the people on this team need to fill?

- What are the qualities and mindsets they will need?

- What assessments would be helpful in determining if they are a good fit for the position?

Here are needed mindsets for a high performing ELT.

- They are competent in their industry.
- They are Ideal Team Players (Hungry, Humble, and Smart).
- You get along well with each other.
- They are open minded.
- They have the ability to see what we are building and the belief that it can be accomplished.
- They know how to lead leaders.
- They are a lifelong learner (they read books, listen to podcasts, take trainings, Etc.)
- They "get it", they want the job, and they are capable of doing it.

Learn more about
Ideal Team Players
here.



How to find or recruit your ELT.

Start by looking within your company. Who on your team has the potential of excelling on your ELT?

Name	"Get's it"	Wants the Job	Capable	Hungry	Humble	Smart
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	Strengths	<input type="text"/>				
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	Strengths	<input type="text"/>				
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If you can't find within, recruit externally.

- Go through your network, most people have 250 people in their network, and see if anyone is a good fit. Once you find someone, go ask them, and bring them in for interviews.
- If you still haven't found anyone, then you go through a recruiting program, talk to a recruiter, advertise, LinkedIn etc. See our recruiting document.

How to Equip your ELT

- Clarify each persons role and expectations for the ELT with the team.
- Set your meeting structure and block out your calendars accordingly.
- Lead your team through the Mission, Vision, Purpose, and Core Values process. They need to "own" your vision.
- Conduct an offsite team development session. (Be vulnerable with each other and do a personal SWOT analysis.)
- Go through a team training. (5 Behaviors of a Team, The Ideal Team Player, or 6 Types of Working Genius)
- Develop your 3 year business plan.
- Get personal and team coaching for your team.

A man's heart plans his way, but
the Lord directs his steps.

Proverbs 16:9



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