

Leadership development—and the system that makes it stick.

For HR, learning & development, and operations leaders responsible for supervisor effectiveness, employee development, retention, and performance. We turn supervisors into coaches—and make the coaching actually happen, every week.



HOW THE PROGRAM WORKS

- 1 Build the foundation**
Define what effective leadership looks like inside your org and configure the platform around your actual KPIs and targets.
- 2 Train the supervisors**
The 4A Process (Awareness, Address, Accept, Accelerate) and the REAP Method (Rapport, Engaging Questions, Active Listening, Proper Response).
- 3 Install the weekly coaching loop**
The platform imports real performance data, guides 1:1 prep with AI Coaching Assist, and carries commitments into the next conversation.
- 4 Coach the coaches**
Directors see who prepared, who was coached, and what's overdue—then coach supervisors on how they're leading, and report progress upward.

IMPORT → PREPARE → COACH → FOLLOW THROUGH → OVERSEE →
FEEDBACK

WHAT CHANGES

- ✓ Every employee gets consistent coaching—not only those struggling.
- ✓ Supervisors enter 1:1s prepared with real data, context, and questions.
- ✓ Human issues get recognized before they're misdiagnosed as performance problems.
- ✓ Coaching commitments are documented, revisited, and completed.
- ✓ Directors can see which supervisors need more leadership support.
- ✓ Senior leadership gets visible proof of coaching coverage and effectiveness.

Gallup: 60% of managers report experiencing burnout—often while carrying the heaviest coaching load in the org, with the least support of anyone in it.

Source: Gallup, State of the Global Workplace.

ABOUT DARIUS

Darius Brown is an author and ATD-certified facilitator with 16+ years of workshop-facilitation experience, including 8 years specializing in leadership development. He has trained 700+ leaders—including 500+ Target leaders across the Southeast—reaching corporate, government, military, university, and community organizations.

Selected organizations: Target • American Addiction Centers • Lead Forensics • StaffZone • Pipestone • City of Marietta • U.S. Army Joint Munitions Command • U.S. General Services Administration

700+

LEADERS TRAINED

8+

YEARS IN
LEADERSHIP DEV.

What your organization receives: Leadership Development Training • KPI & Coaching Architecture • Company-Configured Coaching Platform • Guided 1:1 Prep • AI Coaching Assist • REAP Academy • Director Oversight • Anonymous Employee Feedback • Monthly Leadership Reporting • Ongoing Implementation Support

Not a workshop that fades.

A coaching culture that holds.

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