

Your culture starts with your leaders.

Support for your leaders where they need it most.

WHO IT'S FOR

The leaders who gain the most are rarely the ones in crisis. They're the newer ones finding their footing, the ones steering a team through change, and the steady people you'd most want to feel valued. Bringing in a coach tells them you see it: a visible investment in their growth, and a private space to work through whatever they're carrying.

WHAT IT IS

A handful of your leaders, coached in parallel. Each gets a private, honest space for the work that doesn't fit a performance review. They start from a shared baseline, so you can see the whole group's growth over time.

HOW IT WORKS

- A range of tools matched to what a leader is working through, from alignment checks to interactive exercises and situational guides
- Coaching that stays honest and held in confidence
- Support between sessions, not just on the calendar
- A progress snapshot at whatever cadence fits, monthly, quarterly, or at the close, aligned to what your organization measures

FORMATS

One to one, small groups, or a hybrid of both. In person or virtual. We shape the length and the format to fit your team, never off a template.

WHAT STAYS PRIVATE

What is said one to one stays one to one. You receive themes and progress across the group, never individual detail, and individual responses stay anonymous. That privacy is what keeps the work honest.

WHAT YOU WOULD SEE

Proof, not promises

You receive a clear picture across the group, at whatever cadence fits, monthly, quarterly, or at the close, and aligned to what you measure. An example of the snapshot a sponsor sees:

Cohort Progress Snapshot

Illustrative sample

SAMPLE

● At the start

● At close

Clarity on direction

38 84



Confidence in the role

50 88



Feeling supported by the organization

42 90



Intent to stay and keep growing here

58 92



THEMES ACROSS THE COHORT

Delegating without losing the thread

Saying no without the guilt

Owning the step up

Recovering from a stretch of overload

Customizable to your goals and KPIs, delivered monthly, quarterly, or at the close.

Individual responses stay anonymous. Illustrative sample, not real client data.

YOUR COACH

Melissa Schmitt

MS, Industrial-Organizational Psychology · ICF-Trained Coach

ADHD Coaching Certification

10+ years in telehealth, consulting, and healthcare operations

I know what your leaders are up against because I have been in those roles myself.

LET'S TALK

Every organization is different, so we start with a conversation about yours.

Scoped to the size and shape of your cohort, and settled together on a first call.

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