

EXECUTIVE BREAKTHROUGH'S "EVOLVE" PEER COACHING

Executive Summary

Business owners and leaders often grapple with the isolation that comes with their roles, struggling to find time and space for reflection while addressing complex challenges. This isolation, compounded by a lack of diverse perspectives, limits innovation and the ability to resolve long-standing issues effectively.

The EVOLVE Peer Coaching Program by Executive Breakthrough leverages WIAL Action Learning to create a structured, collaborative environment where leaders from various industries can address their most pressing challenges. Cohorts of 4-6 participants engage in eight Action Learning sessions and two workshops over four months, guided by an Action Learning Certified Coach. This approach fosters cross-industry collaboration, enabling participants to develop innovative solutions and achieve breakthroughs.

Participants experienced transformative outcomes, including doubling sales targets, resolving five-year business dilemmas, and expanding into new markets. The program hopes to build a global network of EVOLVE Pods that foster systemic growth and innovation. This initiative demonstrates how Action Learning can address leadership isolation while driving significant business impact.

About Executive Breakthrough



Executive Breakthrough is a coaching company founded by Elyse Wynne C. Go, specializing in 1:1 and group coaching for individuals and organizations. The company's mission is to empower leaders by fostering self-reflection, collaboration, and innovative problem-solving. By addressing the unique challenges faced by business owners and executives, Executive Breakthrough has created programs that blend personal growth with practical solutions, ensuring impactful leadership development across industries.

The EVOLVE Peer Coaching Program exemplifies the organization's commitment to leveraging WIAL Action Learning to create dynamic, results-driven environments that enable leaders to thrive.



The Challenge

For many business leaders, isolation at the top is a significant obstacle. Without a safe space to reflect and connect with peers, leaders often struggle to address persistent challenges.

Common issues include:

- A lack of diverse perspectives to generate innovative solutions.
- Limited opportunities to test and refine ideas in a collaborative setting.
- Persistent dilemmas that hinder organizational growth and progress.

These challenges are particularly acute for business owners and executives operating in dynamic industries, where adapting to change and sustaining growth are critical. Without intervention, this isolation can lead to missed opportunities, stagnation, and an inability to address evolving business demands.

Solution: Applying WIAL Action Learning



Approach and Implementation

Executive Breakthrough introduced WIAL Action Learning as the foundation for its EVOLVE Peer Coaching Program, designed to address the unique challenges faced by business leaders. The program's structure and methodology were carefully crafted to create a collaborative, reflective, and results-driven environment.

1. **Program Design and Structure:** Cohorts of 4-6 business leaders from diverse industries were formed to ensure varied perspectives and cross-industry learning. Each cohort committed to an intensive four-month journey, meeting bi-weekly for eight Action Learning sessions facilitated by an Action Learning Certified Coach. Two workshops were integrated into the program to complement the Action Learning sessions, focusing on business strategy and leadership development. Participants rotated the role of "case giver," presenting their most pressing challenges to the group for collaborative problem-solving.
2. **Goals and Roles:** Primary is to provide a safe, structured environment for leaders to address their challenges, foster collaboration, and gain actionable insights. Roles include a Case Giver who shared their specific challenge during each session, participants who engaged in reflective questioning and collaborative brainstorming to explore solutions, and a Certified Coach who guided the group using WIAL principles, ensuring adherence to the methodology and fostering deep inquiry.

3. **Preparation and Onboarding:** Before the sessions began, participants were briefed on Action Learning principles and the importance of open-ended questioning. Coaches provided orientation materials to align expectations and prepare participants for their roles.

Key Activities and Milestones

The EVOLVE Peer Coaching Program was structured around carefully planned activities and milestones that demonstrated the power of WIAL Action Learning to drive collaboration and deliver transformative results.

- **Cohort Kickoff:** Each cohort began with an orientation session, introducing participants to the Action Learning methodology and establishing group norms. Participants were encouraged to share their goals for the program, creating a foundation of trust and collaboration.
- **Action Learning Sessions:** Sessions followed a structured format, beginning with the case giver presenting their challenge. Participants engaged in guided questioning, which prompted deeper reflection and uncovered root causes. Each session concluded with action steps and reflections, ensuring tangible progress.
- **Workshops:** Two workshops were strategically placed during the program to address key business and leadership topics. These workshops reinforced the principles of Action Learning while providing participants with additional tools to enhance their decision-making and problem-solving skills.

- **Breakthrough Moments:** Participants achieved transformative results, such as resolving a five-year business dilemma, doubling sales targets, and successfully entering new markets. A notable milestone included one participant devising an innovative HR performance evaluation system that gained approval from senior management.

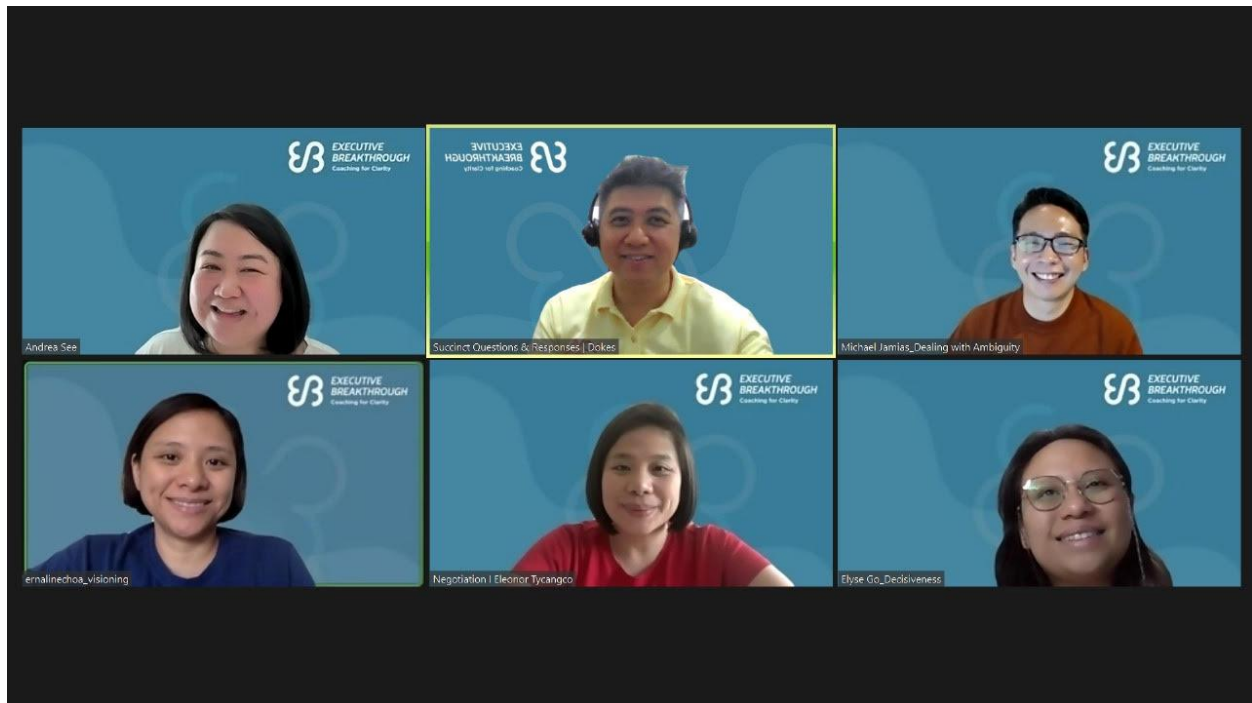
Adaptations

To address the specific needs of business leaders, Executive Breakthrough made key adaptations to the traditional Action Learning framework:

- **Diverse Cohorts:** By including leaders from various industries, the program fostered cross-pollination of ideas and broadened participants' perspectives.
- **Workshops for Skill Enhancement:** The addition of workshops ensured participants gained not only peer insights but also actionable strategies tailored to their unique challenges.
- **Global Scalability:** The program was designed to accommodate participants from different regions, using virtual tools to facilitate communication and collaboration in geographically dispersed cohorts.
- **Flexible Coaching Approach:** Coaches tailored their facilitation to the needs of each group, balancing adherence to Action Learning principles with responsiveness to participants' individual and group dynamics.

Through this innovative and adaptive approach, the EVOLVE Peer Coaching Program successfully harnessed the power of WIAL Action Learning to create a transformative experience for leaders across the globe.

Results



The EVOLVE Peer Coaching Program delivered transformative outcomes across operational, cultural, and strategic dimensions. By fostering collaboration and leveraging the power of WIAL Action Learning, participants achieved significant breakthroughs that addressed both individual and organizational challenges.

Operational Impact

The EVOLVE Peer Coaching Program delivered tangible improvements in efficiency, problem-solving, and business outcomes by fostering actionable insights through collaborative sessions.

- **Breakthrough Solutions:** Participants resolved long-standing business dilemmas, including one leader addressing a five-year issue that had hindered organizational growth.
- **Increased Sales and Market Expansion:** A participant doubled their target sales during the program, achieving unprecedented growth. Another participant successfully entered new markets, expanding their product offerings and solidifying their market presence.
- **Enhanced Business Processes:** An innovative HR employee performance evaluation system proposed by a participant was approved by top management, streamlining feedback and evaluation processes within their organization.

Cultural Shift

The program fostered a culture of inquiry and collaboration, transforming how participants approached leadership, teamwork, and organizational challenges.

- **Strengthened Peer Collaboration:** The program created a safe space where participants could share vulnerabilities and gain support from diverse perspectives. This environment fostered trust and mutual respect, enhancing team dynamics.

- **Empowered Leadership:** Leaders embraced inquiry-based problem-solving, shifting from solution-driven approaches to reflective questioning. This mindset promoted inclusivity and deeper engagement.
- **Cross-Industry Learning:** The diversity of the cohorts enabled participants to draw insights from industries outside their own, fostering a culture of curiosity and continuous learning.

Strategic Benefits

The program's innovative approach aligned with long-term organizational goals, creating opportunities for sustained growth, innovation, and global impact.

- **Economic Growth and Systemic Impact:** By instilling Action Learning principles, the program contributed to broader economic growth through enhanced business strategies and innovation.
- **Scalability and Sustainability:** The global network of EVOLVE participants ensured the program's impact extended beyond individual cohorts, creating a ripple effect of innovation and collaboration.

Quantitative Highlights

The measurable results of the EVOLVE Peer Coaching Program demonstrate its effectiveness in achieving significant breakthroughs and fostering systemic growth.

- **Sales Growth:** 2X increase in target sales for one participant.

- **Resolution Rate:** Major business challenges resolved for all case givers across cohorts.
- **Global Impact:** EVOLVE Pods established worldwide, fostering systemic breakthroughs.

The program's results demonstrate the power of WIAL Action Learning to drive measurable improvements, foster cultural transformation, and contribute to long-term strategic success.

Participant Insights

Participants in the EVOLVE Peer Coaching Program shared profound reflections, highlighting personal growth, improved problem-solving abilities, and the transformative value of WIAL Action Learning:

- “The Action Learning sessions gave me a clear path forward on a challenge I had struggled with for five years. The structured questioning opened up new perspectives I hadn’t considered before.” – Entrepreneur and Case Giver
- “Sharing my challenges with peers from different industries gave me fresh insights and the confidence to act on ideas. I realized that solutions often come from outside your usual frame of reference.” – Cohort Participant
- “Rotating as a case giver and participant taught me the power of inquiry. By asking the right questions, I’ve become a better leader—more reflective, inclusive, and action-oriented.” – Business Leader and Participant

- “The program was a game-changer. I achieved my sales target two months earlier than expected and identified new market opportunities that are already driving growth.” – Entrepreneur

These testimonials underscore the profound personal and professional impact of the EVOLVE Peer Coaching Program, reinforcing the power of Action Learning to foster growth and collaboration.

Future Plans

Executive Breakthrough is committed to expanding the EVOLVE Peer Coaching Program and integrating WIAL Action Learning principles into its broader coaching strategy. Building on its success, the organization plans to:

1. **Scale EVOLVE Pods Globally:** Expand the program to additional regions, creating a worldwide network of leaders connected through Action Learning. Future iterations will incorporate virtual tools to enhance accessibility and inclusivity for participants.
2. **Enhance Program Offerings:** Introduce specialized workshops and sessions tailored to emerging challenges, such as digital transformation, sustainability, and crisis management. These additions will further equip participants to tackle complex, adaptive problems.
3. **Establish a Global Member Network:** Develop a member database and website to facilitate ongoing connections, networking, and collaboration among past

and current EVOLVE participants. This platform will serve as a hub for exchanging ideas and fostering systemic breakthroughs.

4. **Embed Action Learning in Corporate DNA:** Work with organizations to instill Action Learning principles within their leadership development and organizational strategies, ensuring sustainable growth and innovation. The aim is to make Action Learning a cornerstone of business leadership worldwide.
5. **Global Reach:** The program will lead to the creation of EVOLVE Pods worldwide, enabling leaders to connect, network, and collaborate across regions.

With these plans, Executive Breakthrough seeks to drive greater impact, enabling leaders to navigate complexity, foster innovation, and achieve extraordinary results through the continued application of WIAL Action Learning.

If you have further questions, contact Elyse GO [elyse.go@gmail.com].