



# Executive Coaching CDR Certification Workshop in Phoenix

Workshop Dates:  
November 10 & 11, 2009

**Instrument:**  
CDR 3-Dimensional Assessment Suite®  
Providing an  
*“Inside/Out Perspective”* of Leadership:  
Character (EQ, acumen & fitness)  
Risk Factors for Derailment  
*and*  
Personal Drivers & Rewards

## The Certification Process includes:

1. **Pre-requisite** – individual coaching feed back session with your own CDR 3-D Suite prior to workshop 2-3 hour session by telephone
2. **Two-Day workshop**, two manuals, materials, case studies
3. **Meals**—Continental breakfast, snacks, beverages, and lunch both days
4. **One Complimentary CDR 3-D Suite** for your initial post-workshop feed back session
5. **Post-Workshop** – participant reviews their initial CDR 3-D Suite results with instructor before going live with first feedback session

For details on enrollment fees and logistics, please call or email us at:

1-888-406-0100 or  
918-488-0722  
ilenoir@cdrassessmentgroup.com

## GET REAL. GET RESULTS.

*We Distinctly Offer:*

### Leadership Development Without the Spin.

- Are you ready to fast forward leader development by shaving a year or two off of the normal cycle time?
- Would you find it helpful to move beyond the information that 360s offer by learning why behaviors manifest the ways that they do? (i.e, to the root cause of behaviors)
- Would tools that can be used for a wide range of applications such as: leader coaching, strategic team development, staffing decisions, succession planning, be of value to you?
- Are you willing to provide your clients with candid, accurate insights that they have not heard before? (i.e, this takes a good mix of courage & compassion.)
- Do you want to help leaders identify their authentic talent and vulnerabilities so that they can steer their developmental actions accordingly?

If you answered YES to all or most of the questions above, then you should seriously consider enrollment in this exceptional learning process for coaches.

**GREAT TOOLS TO LEVERAGE YOUR  
COACHING / CONSULTING PRACTICE**

While ideal for coaching, the CDR 3-D Suite can be used for succession planning, strategic team diagnostics and team building, selection, human capability research, incentives and rewards design, and more. During the certification process, we help coaches understand how 360 data links to the CDR 3-D Suite. We offer the 360 Leader Scan™ ~ an online multi-rater feedback tool that is used in the workshop for demonstration purposes.

CDR Assessment Group, Inc.

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