

LEADERSHIP DEVELOPMENT OVERVIEW

Leadership Workshops for Teams Navigating Growth, Complexity, and Change

Practical, highly interactive experiences that strengthen clarity, alignment, accountability, and leadership capability.

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Leadership challenges rarely stay contained to one person or one team.

Growth, change, and competing priorities can expose gaps in how leaders make decisions, communicate expectations, collaborate across boundaries, and move work forward. These workshops help experienced managers and leadership teams strengthen the practical capabilities they need to lead with greater clarity, confidence, and consistency.

ORGANIZATIONS OFTEN REACH OUT WHEN

Growth has outpaced alignment

Leaders are working hard, but priorities remain unclear or in conflict

Decisions are slow, unclear, or repeatedly revisited

Accountability and performance conversations happen too late

Cross-functional work stalls between teams

Managers need to lead through coaching rather than taking over

Change is creating uncertainty, resistance, or fatigue

Leaders need to communicate with greater confidence and influence

These are not individual shortcomings. They are signals that the way leadership works has not yet caught up to what the organization now requires.

Designed for application—not another day of presentations.

Every session is built so that leaders work on their actual decisions, conversations, and challenges while they are in the room together.

01

Relevant to the work

Participants apply the content to real decisions, conversations, and leadership challenges.

02

Highly interactive

Discussion, reflection, practice, and peer learning are built into the experience.

03

Practical and usable

Leaders leave with shared language, concrete tools, and meaningful next steps.

04

Tailored to the organization

Examples, scenarios, emphasis, and application are adapted to the team's context and desired outcomes.

Recommended format

A 3.5-hour half-day workshop

- Adaptable to a 90-minute introduction, full-day workshop, or multi-session series
- Optional 60-minute application lab three to four weeks later
- Delivered virtually or on-site, for intact teams or cross-functional cohorts

Designed for experienced managers, directors, and intact leadership teams. Audience, examples, and depth are adapted to the group.

Seven workshops, three connected collections.

Each stands on its own. Together they build a common leadership language across the organization.

01 Clarity, Decisions & Execution

Decide with Confidence

Make sound decisions with enough clarity—without waiting for perfect information or forcing consensus.

WHEN IT HELPS *Decisions are delayed, repeatedly revisited, or stalled by the search for certainty or consensus.*

Focus, Accountability & Execution

Turn priorities into clear expectations, meaningful ownership, and consistent follow-through.

WHEN IT HELPS *Ownership is unclear, follow-through varies, or leaders keep stepping in to rescue the work.*

02 Leadership Conversations & Influence

Coaching, Feedback & Performance Conversations

Address performance earlier, give useful feedback, and coach others to take greater ownership.

WHEN IT HELPS *Managers avoid hard conversations, give feedback too late, or solve problems instead of building capability.*

Leadership Presence, Communication & Influence

Communicate with clarity and confidence, adapt to the audience, and influence across the organization.

WHEN IT HELPS *Leaders have good ideas but struggle to communicate them clearly, land their message with senior stakeholders, or influence without authority.*

Team Alignment & Cross-Functional Collaboration

Align priorities, roles, decision-making, and ways of working across teams and functions.

WHEN IT HELPS *Teams share related goals but hold different assumptions, priorities, and definitions of success.*

Adaptability & Continuous Improvement

Help teams learn, adjust, and improve without becoming trapped in constant reactivity.

WHEN IT HELPS *Teams respond to problems but rarely pause to learn, improve, or adapt before issues repeat.*

Leading Through Growth and Change

Provide direction, build trust, and evolve leadership practices as the organization changes.

WHEN IT HELPS *Growth, restructuring, or new leadership is creating uncertainty and new demands on leaders.*

“She quickly understood our culture, priorities, and challenges, and tailored her approach rather than applying a one-size-fits-all solution. She brought clarity to complex discussions and helped our team make decisions and respond to opportunities far more effectively.”

MELISSA HOCKSTAD

Former President & CEO, American Cleaning Institute

ABOUT KERRI SUTEY

Kerri Sutey, PCC, is an executive coach, facilitator, and organizational consultant who helps leaders and leadership teams turn complexity into clarity, alignment, and action.

Experience includes work with

Google · Southwest Airlines · ExxonMobil · IBM · U.S. Department of Defense

Universities, associations, nonprofits, and growth-stage organizations

Start with one workshop—or build a connected leadership series.

Each workshop can be delivered independently or combined into a development series based on the organization's priorities. Content, examples, and application are tailored to the leaders in the room while preserving a consistent foundation and clear outcomes.

ONE

Focused Workshop

A half-day experience addressing one immediate leadership capability.

SERIES

Leadership Development Series

A connected sequence of workshops delivered over several months, with application between sessions.

TAILORED

Customized Leadership Experience

A tailored workshop, retreat, or development experience shaped around the organization's goals, culture, and current challenges.

Not sure where to begin? Let's identify where strengthening leadership would create the greatest movement for your organization.

SCHEDULE A CONVERSATION

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