



**Cortex Leadership Consulting**

# **Don Kartzmark Development Plan**

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# Leadership Development Plan for Don Kartzmark (2025)

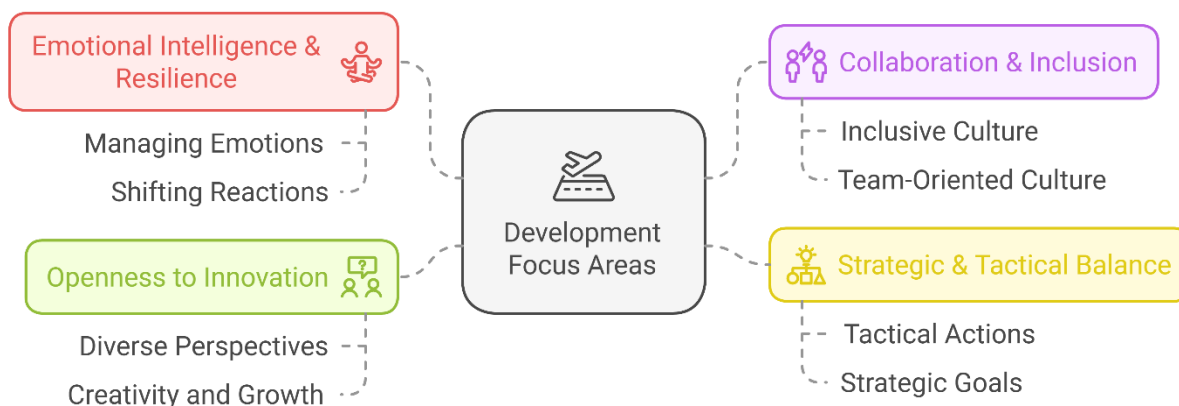
*Developed by Lynda Foster, Founder & Executive Coach, Cortex Leadership Consulting*

## Program Structure

### Coaching Sessions

- **10 Full Coaching Sessions (1 hour each):** Focus on in-depth progress reviews, scenario-based role-playing, and application of tools.
- **3 Laser Coaching Sessions (15 minutes each):** Quick check-ins for real-time feedback and immediate problem-solving.

### Development Focus Areas



1. **Emotional Intelligence & Resilience**
  - Managing emotions under pressure and shifting quickly from reaction to neutral.
2. **Collaboration & Inclusion**
  - Building a more inclusive, team-oriented culture.
3. **Strategic & Tactical Balance**
  - Aligning daily tactical actions with broader strategic goals.
4. **Openness to Innovation**
  - Encouraging and integrating diverse perspectives for creativity and growth.



## Phase 1: November 2024 – February 2025

### Focus Areas

1. **Emotional Intelligence & Resilience**
    - Enhancing self-regulation in high-pressure situations.
  2. **Collaboration & Inclusion**
    - Fostering team engagement and inclusivity.
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### What Happens in Phase 1

- Coaching Sessions: **3 full coaching sessions** and **1 laser session**.
  - Leadership Assessment: A **Self-Reflection Leadership Assessment** will measure Don's progress in managing emotions (self-regulation) and fostering inclusivity (collaboration).
    - **Focus Areas for Assessment:**
      - Ability to remain composed under pressure.
      - Active listening and openness to diverse perspectives.
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### Tools & Lessons

- **Resilience Techniques**
    - Practical methods to transition from reaction to neutral in high-stakes scenarios.
  - **10 Rules of Inclusion**
    - Self-reflection prompts for fostering curiosity and inclusivity.
  - **VIPE Model for Collaborative Conversations**
    - Structuring discussions around Vision, Ideation, Planning, and Execution.
  - **Leadership & Self-Deception (Arbinger Institute)**
    - Insights on adopting an outward mindset for stronger relational dynamics.
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### Exercises to Complete in Phase 1

1. **Resilience in Action**
  - **Scenario:** Don encounters a stressful client demand requiring immediate attention.



- **Action Steps:**
    1. Apply resilience techniques to maintain composure and focus on solutions.
    2. Reflect afterward using Monti to evaluate triggers and effective coping strategies.
  - 2. **Collaborative Problem-Solving**
    - **Scenario:** Two team members present conflicting approaches to a project.
    - **Action Steps:**
      1. Use the **VIPE model** to guide the conversation, emphasizing inclusive Ideation and collaborative Planning.
      2. Reflect post-meeting to assess inclusivity and team engagement.
  - 3. **Reflection on Leadership & Self-Deception**
    - **Scenario:** Don applies lessons from *Leadership & Self-Deception* to a recent challenging interaction.
    - **Action Steps:**
      1. Write a reflection on how an outward mindset could have improved the outcome.
      2. Share key insights during the next coaching session to develop an application plan.
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## Phase 2: March 2025 – June 2025

### Focus Areas

1. **Strategic & Tactical Balance**
    - Aligning tactical actions with long-term strategic goals.
  2. **Collaboration & Inclusion**
    - Continuing to strengthen team cohesion and engagement.
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### What Happens in Phase 2

- Coaching Sessions: **3 full coaching sessions** and **1 laser session**.
- Leadership Assessment: A **Team Alignment & Strategic Focus Assessment** will measure Don's ability to align tactical decisions with strategic goals and foster team collaboration.



- **Focus Areas for Assessment:**
    - Clear delegation and alignment of tactical tasks with strategic objectives.
    - Evidence of inclusivity in decision-making and team engagement.
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## Tools & Lessons

- **VIPE Model for Strategic Alignment**
    - Ensuring daily tasks contribute to the overall Vision.
  - **10 Rules of Inclusion**
    - Continued focus on inclusive practices for team discussions.
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## Exercises to Complete in Phase 2

1. **Strategic Alignment Review**
  - **Scenario:** A project requires improved alignment between tactical execution and strategic objectives.
  - **Action Steps:**
    1. Use the **VIPE model** to clarify how tactical tasks contribute to the Vision.
    2. Facilitate a collaborative Planning session with the team to adjust execution methods.
2. **Delegation Feedback Loop**
  - **Scenario:** Don delegates a tactical project to a team member while retaining strategic oversight.
  - **Action Steps:**
    1. Use the **VIPE model** to provide clear guidance during delegation.
    2. Conduct follow-ups to gather feedback and adjust delegation strategies as needed.
3. **Inclusivity Practice in Team Meetings**
  - **Scenario:** Some team members are hesitant to share ideas during discussions.
  - **Action Steps:**
    1. Apply the **10 Rules of Inclusion** to encourage diverse contributions.



2. Reflect after each meeting to identify areas for further improvement.

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### Phase 3: July 2025 – October 2025

#### Focus Areas

1. **Openness to Innovation**
  - Creating space for new ideas and diverse perspectives.
2. **Resilience Mastery**
  - Sustaining emotional self-regulation and fostering an outward mindset.

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#### What Happens in Phase 3

- Coaching Sessions: **4 full coaching sessions** and **1 laser session**.
- Leadership Assessment: A **Creativity & Resilience Assessment** will measure Don's ability to foster innovative thinking and maintain composure during high-pressure situations.
  - **Focus Areas for Assessment:**
    - Team participation in innovation roundtables and idea implementation.
    - Emotional self-regulation in high-stakes scenarios.

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#### Tools & Lessons

- **Innovation Roundtables Using VIPE**
  - Structured sessions for brainstorming and encouraging team creativity.
- **Resilience Techniques (Advanced)**
  - Continued focus on managing emotional triggers and maintaining composure.

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#### Exercises to Complete in Phase 3

1. **Innovation Roundtable**
  - **Scenario:** Don leads a brainstorming session to address a significant organizational challenge.
  - **Action Steps:**
    1. Use the **VIPE model** to guide the session, emphasizing Ideation.



2. Implement one actionable idea and track its impact on organizational goals.

## 2. Managing High-Stakes Conflict

- **Scenario:** A resource allocation disagreement arises between departments.
- **Action Steps:**
  1. Apply advanced resilience techniques to remain composed while facilitating resolution.
  2. Use Monti to debrief after the session and identify growth areas.

## 3. Year-End Reflection on Growth

- **Scenario:** Don reviews overall progress across focus areas with his coach.
- **Action Steps:**
  1. Complete a self-assessment on resilience, collaboration, and openness.
  2. Draft a personal leadership roadmap for the next 12 months based on key takeaways.

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## Measurement & Support





### 1. Monti – The Coach in Your Pocket

- Regular prompts to reinforce reflection and application of tools.

### 2. Leadership Assessments

- **Phase 1:** Self-Reflection Leadership Assessment.
- **Phase 2:** Team Alignment & Strategic Focus Assessment.
- **Phase 3:** Creativity & Resilience Assessment.

### 3. Feedback & Progress Metrics

- **Team Surveys:** Measure inclusivity, collaboration, and innovation.
  - **Reflection Logs:** Track growth in emotional regulation and team engagement.
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## Conclusion

This development plan provides a structured approach to **enhancing emotional intelligence, building collaboration, balancing strategy and tactics, and fostering innovation**. Through regular coaching sessions, leadership assessments, and practical exercises, Don will develop the skills and resilience needed to lead inclusively, adapt strategically, and inspire creativity within his team and organization.