



What does it take to be a great leader today?



Building Leaders for What's Next — A Bell Leadership Resource

BUILD YOURSELF

Leadership as a Practice

by Jon Player

BUILD YOUR PEOPLE

Coach Like an Achiever

by Susan Gisler

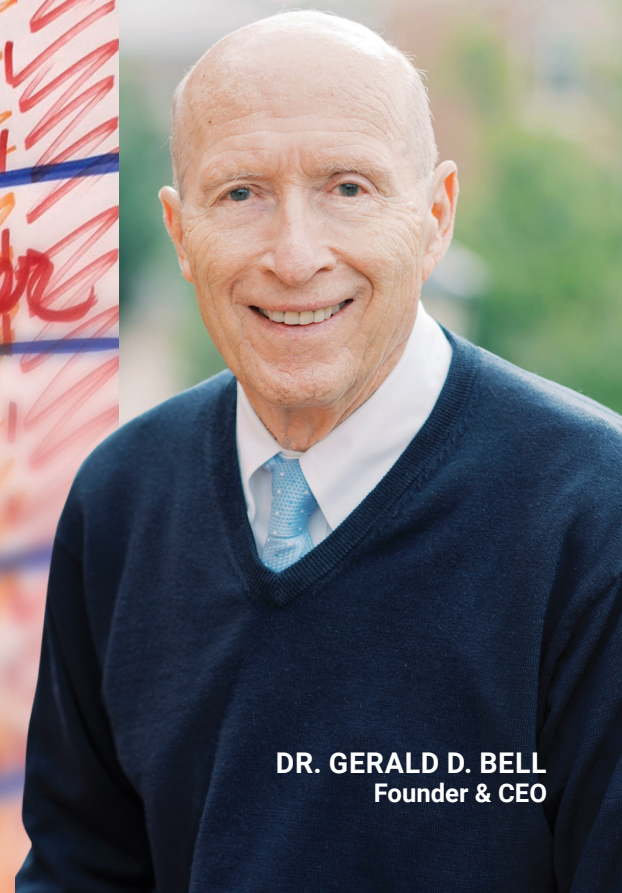
BUILD YOUR BUSINESS

The Essential Work of Today's Leader's

by Bill Sanford

It started with
a question.

| Best Leader | Worst Leader |
|--------------|--------------|
| 30 | 100 |
| Entrepreneur | Performer |
| Competitor | Attacker |
| Producer | Commander |
| Stabilizer | Avoider |
| Team Player | Planner |



DR. GERALD D. BELL
Founder & CEO

Dear Leader,

More than fifty years ago, Dr. Gerald Bell posed a deceptively simple question—*What makes a great leader?*

That single question became the foundation of a lifetime of work and the launching point for what would become Bell Leadership Institute. It sparked decades of research, thousands of interviews, and countless hours in boardrooms, classrooms, and coaching conversations with leaders across the world.

Today, with over five decades of leadership development experience behind us, we find ourselves asking that same question once again—not because we've lost our way, but because we believe every generation of leaders deserves to ask it for themselves.

The Timeless Core: Who Is the Achiever?

Over the past five decades, we've worked with leaders in nearly every industry and corner of the world. The environments may differ, but the pattern remains clear: the most effective leaders—the ones who consistently deliver results and inspire those around them—share a common foundation.

We call them Achievers.

Achievers demonstrate a high level of skill across Six Core Competencies that define truly great leadership. These individuals are strong communicators, trusted collaborators, strategic thinkers, and grounded decision-makers. They hold themselves accountable, build healthy relationships, and focus on personal effectiveness—not just performance.

Equally important is what Achievers don't do. They avoid the pitfalls of what we call extreme personality patterns—behaviors that derail effectiveness, whether through control, passivity, perfectionism, or defensiveness. These patterns don't just limit a leader's impact—they ripple through entire organizations.

Leadership, Then and Now

While the essential traits of great leadership remain constant, the world around us continues to shift. Today's leaders must navigate complexity at a pace that would have been unimaginable just a few years ago. Remote and hybrid teams. Multigenerational workforces. Rapid technological change. Increased global interconnectivity. Evolving social and cultural expectations. These factors are all evolving at an exponential pace.

And yet, it's precisely in this dynamic environment that the core principles of great leadership prove their staying power. In fact, their importance has only grown. Clear communication. Deep listening. Accountability. Strategic focus. These aren't just timeless ideals—they're essential tools for navigating today's challenges.

Anchored in Truth, Focused on What Matters

At Bell Leadership, we remain steadfast in our belief that the development of a great leader begins from within. That's why we continue to deliver what we've always delivered: world-class, in-person leadership learning experiences that challenge, equip, and inspire people to lead at the highest level.

In a world that prizes speed, shortcuts, and screens, we've chosen a different path—one built on depth, connection, and mastery. Our programs aren't trendy. They're timeless. And that's by design.

We hope you find value in the enclosed articles from our Bell Trainers as you continue to build yourself, your teams, and your business. We look forward to our continued partnership in building leaders for what's next.

—The Bell Leadership Team



What makes a great leader?

CONTENTS

////////////////////////////////////

2

Build Your Business:
The Essential Work of Today's Leaders
by Bill Sanford

5

September Virtual Learning Sessions:
Complimentary Events for Bell Leadership Alumni

6

Shaping What's Next:
Bell Leadership Mastery Seminars

8

The Leader's Roundtable:
A Master Class for Senior Executives

10

Build Yourself:
Leadership as a Practice
by Jon Player

12

Build Your People:
Coach Like an Achiever
by Susan Gisler

14

Executive Leadership Coaching

15

Keynotes to Inspire What's Next





Building Businesses Fit for Human Beings: The Essential Work of Today's Leaders

By Bill Sanford, MS / Senior Executive Leadership Trainer

Rapid change, volatility, and increasing complexity are testing leaders in unprecedented ways. Economic uncertainty, shifting workforce expectations, technological disruption, and social fragmentation all create a pressing need for strong, steady leadership. But “strong” does not mean rigid. It means responsive, clear-eyed, and deeply human. The leaders who will thrive in this era are those who understand that putting people at the center of the enterprise isn't a soft ideal—it's a no-nonsense necessity.

Putting People First

Putting people first means designing your organization—its structures, systems, strategies, and day-to-day culture—around the reality of what it means to be human. That includes honoring people's drive for purpose, their need for connection, their desire for growth, and their capacity for contribution. It doesn't mean avoiding hard decisions or indulging everyone's preferences. It means recognizing that people are not just resources; they are the creators of all value in your organization. It means leading in a way that enables them to work hard, work smart, and work well together.

The Alternative: False Efficiency and Transactional Cultures

The alternative is to treat people as tools or assets to be optimized, rather than as human beings to be led, engaged, and developed. This shows up in transactional

management cultures, rigid hierarchies, and systems that favor short-term productivity over long-term performance. These models might deliver a temporary boost in output, but they are unsustainable. Burnout rises. Innovation stalls. Talent leaves. Reputation suffers.

An organization that neglects the humanity of its people might meet targets for a while, but eventually, it breaks. People disengage, take their creativity elsewhere, or worse, stay and contribute the bare minimum. This is not just a cultural issue; it is a strategic failure.

Organizations Fit for Human Beings

Organizations fit for human beings, where people actually thrive, share certain characteristics. They are clear about mission, vision and values, and they align their systems—hiring, goal setting, performance management, recognition, and development—to support them. They empower people to do meaningful work, give them autonomy to solve problems, and hold them accountable to high standards. Leaders are visible and accessible; they are willing and able to listen. Feedback is shared openly and respectfully. There is trust—not just in individuals, but in the organization's processes and commitments.

These workplaces are not utopias. Teams still make hard decisions, experience conflict, and drive aggressively toward results. But they do so in ways that respect the human beings involved. That's the difference.

The Business Case

The reason to create organizations designed for human beings isn't just moral. It is strategic. Companies that prioritize people consistently outperform those that don't. Numerous studies show that companies with high employee engagement deliver better customer service, greater innovation, higher productivity, and stronger financial performance.

Leaders are responsible for results. And results are driven by people. Your systems and strategies may be brilliant, but if your people aren't engaged, aligned, and thriving, they won't execute effectively.

Human-centered leadership isn't about coddling people—it's about enabling them to perform. And that happens when people feel a sense of purpose, are treated with dignity, and are equipped with the tools, information, and support they need to succeed.

Achieving Results, Through People

Leaders do not drive results directly. They create the conditions under which others do. They shape culture by what they say and do. They influence performance through how they set expectations, provide support, and hold people accountable. They design systems and structures that either help or hinder collaboration, speed, focus, and adaptability.

In other words, if your leadership behavior, systems, and structures support people in their ability to work hard, work smart, and work well together, your organization will thrive. If they undermine that ability, performance suffers—regardless of your strategy.

Organizations in the top quartile of employee engagement are 23% more profitable than those in the bottom quartile.

Gallup, State of the Global Workplace Report (2023)





Aligning with Core Human Needs

One of the most overlooked responsibilities of leadership is to align the organization's values and practices with the core psychological needs that all people share. These needs—which Dr. Bell has coined the Basic Elements of Human Existence, or BEHEs—are not just nice-to-haves. They are fundamental drivers of motivation, behavior, and performance. Leaders who ignore them do so at their own risk. Leaders who understand them and build systems that satisfy them unlock discretionary effort, loyalty, and innovation.

Our Mission

Bell Leadership exists to help people build their personal effectiveness and leadership skills to contribute to humankind. We build leaders who build organizations and teams fit for human beings. Why? Because when people are treated as humans, rather than as parts of a machine, they do good, valuable work that makes a difference. They feel good about their contribution, which allows them to feel good about themselves and to lead well in their own lives. They can support their families, educate their children, and contribute to their communities. That's not just good for them. It's good for your business, your mission, your customers, and the world we share.

Great Leaders Build Great Organizations

In the end, leadership is neither about command and control, nor individual achievement. It's about contribution and creation. Great leaders build great organizations—ones optimized for human engagement,

where people can do their best work.

If you want your business to grow, build your people.

And to build your people, start by building yourself.

Develop the mindset, the skills, and the courage to lead in a way that's both human and effective. That's not soft. That's leadership. 🌱

PRACTICAL ACTIONS Leading for Human Effectiveness

So, what can you do to develop an organization fit for human beings? Here are three steps:

1) Reconnect with Purpose: Revisit and refine your organization's mission, vision, and values. Are they still relevant and clear? Do your people believe in them—and are they motivated by them? And most importantly, are you living them in practice?

2) Read the Environment: Pay attention to what's changing, inside and outside your organization. What challenges and opportunities are emerging? What do your people see and experience? Their insights are often the key to solving real problems and seizing the right opportunities.

3) Understand Your People: Assess how your people are doing. Are they thriving? Are they engaged, committed, and contributing to the results that matter most? Knowing where your people stand is essential to leading them well—and equipping them to respond to what's next.

Upcoming Virtual Learning Session

A Complimentary Event
for Achievers™ Graduates

Achievers™ Reconnect

JANUARY 23, 2026 | 1:00 PM ET

Led by Susan Gisler

Leadership Trainer, Speaker & Coach



As we kick off the new year, join Bell trainers and facilitators for an interactive and inspiring session designed to help you apply your Achievers™ skills to set meaningful goals and lay the foundation for a successful 2026.

SIGN UP HERE

KICK OFF YOUR YEAR WITH US BY
FOCUSING ON GOAL SETTING

For more information, contact us at:
(919) 967-7904

Shaping What's Next — Bell Leadership Mastery Seminars

The most effective leaders don't just respond to change—they help define the direction it takes. Bell Leadership Mastery Seminars provide the insight, structure, and tools leaders need to anticipate challenges, seize opportunities early, and guide their teams with clarity and purpose.

Through an in-depth, practice-driven curriculum, your leaders—emerging or experienced—can expand their capabilities, strengthen their decision-making, and lead with vision. You'll build not only skilled individuals, but a leadership culture that can adapt, innovate, and shape the future of your organization.



Achievers™

A critical foundation of self-awareness and action that anchors leadership through change and ambiguity.

- Self-awareness of leadership strengths and challenges
- Action steps to build effective leadership patterns
- Communication with impact and influence
- Self-confidence and ability to drive team commitment

The Leader's Job

Strategic clarity and structure to lead in complex and rapidly evolving environments.

- Clear framework to prioritize, delegate, and lead
- Tools to navigate and master the external environment
- Stronger employee commitment to shared goals
- Greater success in leading change with confidence

Achievers II

Relationship intelligence and interpersonal mastery to lead with clarity, credibility, and connection.

- Greater influence and stronger working relationships
- Deeper insight into personal motivations and ability to predict behaviors
- Fewer miscommunications and misunderstandings
- More consistency in leadership and management approach

Advanced Communication

Sharper communication skills to drive performance, navigate conflict, and lead with impact.

- Critical listening skills
- Clear, concise delivery of ideas across audiences
- More confidence and success in managing conflict
- Stronger professional relationships and collaboration
- Productive feedback practices that improve results



Achievers™

2026

FEB 17, 18 & 19

APR 14, 15 & 16

JUN 9, 10 & 11

\$5,550 / Chapel Hill, NC

SEP 15, 16 & 17

OCT 20, 21 & 22

NOV 10, 11 & 12

Achievers II

APR 29 & 30

\$3,995 / Chapel Hill, NC

The Leader's Job

OCT 14 & 15

\$3,995 / Chapel Hill, NC

Advanced Communication

OCT 27, 28 & 29

\$4,875 / Chapel Hill, NC

Selecting Achievers™

MAR 18 & 19

\$3,895 / Chapel Hill, NC



**Seminar dates and formats may be subject to change.*

Selecting Achievers™

A future-ready workforce through a structured approach and smarter, values-based hiring decisions.

- Scalable, customizable system for selection
- Clear criteria for job design and role alignment
- Interviews that match skills to business needs
- Smart decisions about promotion, demotion, and deselection

Advanced Teamwork

A focused framework for building high-performing, agile teams.

- Skills to improve personal influence and team productivity
- Proven strategies for high-performance teams in complex environments
- Fewer behaviors that disrupt collaboration and cohesion

Change Leadership

Tools and insight to lead people through uncertainty while building trust and momentum.

- Early recognition of common obstacles to change
- Practical strategies to reduce resistance and anxiety
- Stronger trust, buy-in, and engagement in change
- Support systems that help teams grow through transitions

Peak Performance & Complex Lives

A holistic approach to personal leadership—balancing high performance with clarity, energy, and well-being.

- Clarity in goals across work, life, health, and finances
- Awareness of time use and energy anchors
- Tools to sustain peak performance over time
- Personal strategy to guide meaningful growth



The Leader's Roundtable

A Master Class for Senior Executives

It's not a conference. It's not a classroom.

It's a confidential forum where real-world leadership challenges meet time-tested tools, peer wisdom, and experienced instruction and facilitation. In six sessions spaced across the calendar year, participants engage in a process of learning, applying, reflecting, and growing—both personally and professionally.

Each session is thoughtfully designed to balance deep work, peer learning, and personal insight and explores a specific leadership theme in depth, guided by Bell's expert trainers and supported by your cohort.

A Trusted Peer Network

While the work is serious, the atmosphere is engaging, energizing, and personal. Each session includes dedicated time to connect socially. These moments are often where some of the most valuable conversations happen—relaxed, unfiltered, and meaningful.

Ideal Participants for The Leader's Roundtable

The Leader's Roundtable is designed for senior leaders and rising high-potential executives who are navigating the complex realities of leadership:

- C-suite executives (CEO, COO, CFO, CHRO, etc.)
- General managers and division presidents
- Senior directors or VPs responsible for teams, strategy, and organizational performance
- High-potential leaders being groomed for enterprise-level roles
- Executives preparing for succession or leading through complexity



TAKE THE LEAD IN 2026 —
Apply now for The Leader's Roundtable. Enroll yourself or your team members today.

ALUMNI SPOTLIGHT

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What is one leadership challenge or transition you navigated during or after your Roundtable experience where you were able to really utilize your Roundtable learnings?

Stepping into a Senior Leadership position while transitioning our company from one generation to the next. This has required a lot of planning, tact, and utilization of the core competencies in the Achiever Model.

What's one insight or takeaway from the Roundtable that still influences your leadership today?

Regardless of a company's scope, people are people, and capable leadership is necessary for the success of any organization. The Roundtable really helped me see that once you enter senior leadership, your job has way more to do with people and systems than with any technical ability that a person may possess from their time in the industry. The rest of the leaders at the Roundtable experience similar challenges and opportunities as me, even though the type of work we do is very different. The Roundtable became the place I went to with the relief of knowing I would be listened to, encouraged, challenged, and ultimately strengthened as a leader.

The Leader's Roundtable was a big deal for me – it really solidified my understanding of what my responsibilities are as a leader, and inspired me to always continue improving.

Patrick Ryan

President of Ryan Inc. Mining,
Managing Partner of The Ryan Companies
Leader's Roundtable 2023 Graduate





Build Yourself: Leadership as a Practice

By Jon Player, JD, MSPH / Leadership Trainer, Speaker & Coach

Several years ago, I accepted an invitation from a friend to a yoga class. The thought of going for the first time was intimidating. I didn't know any of the language, poses or even where to go inside. Thankfully, the experience wasn't as terrifying as I contemplated.

Since then, I've participated in yoga classes more often—each time my form, understanding and endurance gets better. Recently at the conclusion of class, the instructor said to me, “Thank you for sharing your practice with me today.” While an everyday concept for the teacher, it struck me as curious. I didn't show up to practice anything—I wanted to “do” yoga. I wondered, how did my fumbling through a class share anything—and what was my practice?

Defining a “Practice”

Since then, I've explored the idea of practice and how it applies to our lives as leaders. Professionally, I've used the term “practice” to describe my vocation many times. I worked as an attorney before Bell Leadership and often referred to my job as a law practice. Other professionals such as medical doctors, dental doctors, and architects use a similar phrase to describe their occupation. Defining the work as a practice implies a continual development of skill over time—that professional accomplishment never concludes.

As a verb, “practice” refers to repeated action to develop proficiency in a task. We practice many things—sports, hobbies, musical instruments, drama, and educational pursuits. Most of us have practiced something in our lives with varied levels of interest and success. To practice something requires engagement

and repetition through active participation. It's often difficult and time consuming.

The Practice of Leadership

Over years of analyzing leadership, I've come to understand that the work of a leader is “a practice.” Thinking of leadership in these terms has helped me appreciate the lifelong pursuit required to work and behave as an effective leader.

To be clear, building any skill takes practice. Achievers™ graduates know that no one can simply hope for leadership prowess to appear—our development requires daily repetition to establish new behavior patterns.

And development of a single skillset in leadership isn't an end point.

To think of leadership like “a practice” recognizes a lifelong endeavor that requires the continual evolution of skill.

It also acknowledges inevitable side steps, regression and missteps. When we evaluate the practice of leadership, we understand that no perfect leader exists—no one single “best” leader among others.

After many decades of research, the Achiever model sets out common patterns of effective leadership. While we talk about our “best leaders,” we also recognize that leaders are imperfect. And thus, to consider “the practice” of leadership allows each person the opportunity to grow their skills and influence, while making a few mistakes along the way. It's the willingness to grow and the curiosity to

seek the practice of leadership that makes it worth the considerable effort.

The challenge then, is how to practice ... a practice. How do we build a set of skills in the pursuit of continual growth, but also celebrate the milestones along the way?

Practicing a Practice

One leader recently explained to me their practice of becoming more humble. For years, the leader was driven towards success, racking up accomplishments and accolades. In that pursuit of excellence, they matured into an experienced leader who now ran a successful organization. And yet, they began having challenges keeping highly motivated team members.

After some searching, the leader realized that they often took the spotlight. While clients and some coworkers were drawn to their magnetism, others felt unseen and became uncommitted to the greater goal. After realizing the dynamic, the leader began the practice of allowing others to shine and lead. Every day, they made a note to speak last and ask questions later. In transparency, the leader noted that it does not always work—that their need to engage takes over. But recognizing the dynamic and continually striving for refinement keeps them moving in a positive direction. Recently, I spoke with a new member of the leader's team who commented how effectively the leader seemed to center others around success. The practice of a practice, over the past 10+ years, was working.

Building Our Own Leadership Practice

For all of us, describing our work as leaders like "a practice," helps frame the pursuit of constant learning and evolution. And to continue to grow our practice, it's important to implement small and repeatable steps that help us shift our focus in how we lead. No one formula will fit every leader, and each leader has areas to grow that are unique to their circumstance and style.

My recommendation is to pick one thing that can be done better. The leader I mentioned wanted to be more humble, and through reflection and self-awareness was able to pinpoint small action steps to directly effect change for themselves over time. Individual practice will look different, but the basic principles will apply.

With consistent effort, these steps can develop into lasting habits. But remember that practice is ongoing; it's very normal to fall back on the old habits that were worn well into the framework of our personalities. Don't give up or lose commitment. Persistence is how we make new practices second nature.

From my perspective, I am always thrilled to learn more about someone's practice of leadership, and to have the opportunity to help in small ways to build that practice. So, when we get the opportunity to work with leaders in our programs, the words of the yoga instructor often come to mind, and I silently thank each person I work with for sharing their practice of leadership with me and the Bell team. 🌱

PRACTICAL ACTIONS: Building a New Leadership Skill

Consider someone who wants to become a better listener. Their practice might look something like this:

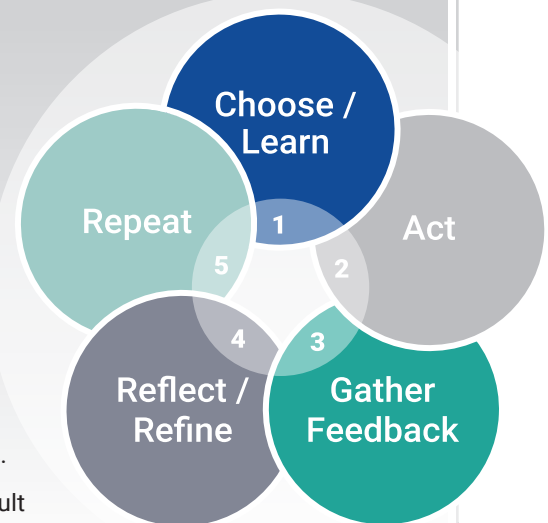
Learn – Identify what effective listening entails and choose a specific behavior or two to focus on, such as maintaining eye contact, withholding judgment, or using Achiever listening techniques.

Act – Put the behavior(s) into practice. This might involve letting others speak first, minimizing interruptions, and demonstrating genuine interest in what others are saying.

Gather Feedback – Consistently self-assess your behavior and progress. Solicit input from peers to identify blind spots.

Refine – Use the feedback to adjust and improve your approach. This could mean adopting a new listening technique or tweaking existing ones.

Repeat – Continue the cycle until intentional listening becomes a default behavior.





Build Your People: Coach Like An Achiever

By Susan Gisler, PT, DPT, MHA / Leadership Trainer, Speaker & Coach

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y first professional leadership role quickly taught me that coaching wasn't just relevant—it was essential to effective leadership. I transitioned from being a front-line physical therapist to leading a diverse team in a healthcare setting, and the coaching skills I used in the clinic with patients were immediately put to use to help other leaders and clinicians navigate challenging situations and

successfully approach their daily work and decision-making. Guiding someone to understand what they want to do, uncover what they're truly capable of, and develop the skills to do both is not only incredibly fulfilling—it's foundational to growing a team.

So, What *Is* Coaching? Coaching isn't giving advice or telling people what they should do. At its core, coaching is about helping people develop themselves—through curiosity, connection, and challenge.

Coaching Like an Achiever

Achievers™ don't coach to check a box—they coach to build people. They don't jump in at every obstacle. Instead, they slow down, ask good questions, and encourage others to come up with and trust their own solutions.

When you coach like an Achiever, you're not aiming for perfection. You're focused on being intentional, present, and grounded.

Listening: The Most Underrated Coaching Skill

If I had to pick one thing that makes the biggest difference in coaching, it would be listening.

Not passive, nod-along listening. Not waiting-for-your-turn-to-talk listening. But deep, focused, intentional listening. You can't guide someone forward if you don't first understand where they are. When you truly listen, you uncover what's going on beneath the surface—the beliefs, behaviors, and motivations that shape people's outward expression.

And especially in times of change, when people are navigating uncertainty, being heard is powerful. Listening builds trust. It opens the door for growth. And it helps you coach based on real understanding, not assumptions.

When people feel truly heard, they're more likely to listen in return—and more willing to take ownership for their growth.

How to Listen Like an Achiever

- ***Make the decision to be fully present—eliminate distractions.***
- ***Resist the urge to jump in with a solution.***
- ***Ask thoughtful follow-ups based on what they said, not just what you're thinking.***



Know Yourself. Know Them.

Every leader brings their own style to coaching—and that's a good thing. Authenticity builds trust. But great coaches don't stop there. They also take time to understand their own tendencies and adjust to meet the needs of the person in front of them.

Ask yourself:

- ***Do I tend to jump in and fix?***
- ***Do I default to advice instead of questions?***
- ***Do I coach everyone the same way?***

Everyone you lead has their own way of receiving feedback, making decisions, and growing. When you tailor your approach—when you meet people where they are—you create the kind of trust and connection that drives real development.

Check Yourself Before You Coach

Even with the best intentions, it's easy to fall into autopilot, especially when you're juggling competing demands. That's why Achievers build in time to pause and reflect before they coach. They don't just show up—they prepare with intention. One of the most powerful things you can do as a coach is to ask yourself:

- ***Am I showing up as my best self—or letting my patterns lead the way?***
- ***Am I coaching this person in a way that matches what they actually need?***

That means checking in on your own Core Competencies. Are you grounded? Focused? Communicating clearly? Are any Extreme patterns creeping in—like being overly controlling, too passive, or defaulting to perfectionism?

It also means thinking ahead about the person you're coaching. What patterns or experiences might they bring to the conversation? How do they typically respond to feedback? What conditions will help them be most open to growth?

Coaching like an Achiever means doing your own work before the conversation even starts. It's about being intentional in your presence—so that you can guide others with clarity, care, and credibility.

Build the Person, Not Just the Plan

At its best, coaching isn't just about goals or performance metrics. It's about helping people grow into the most effective version of themselves—especially when the world around them feels uncertain or overwhelming.

When you coach like an Achiever, you're not winging it. You're filtering your conversations through a set of intentional behaviors that support growth, trust, and confidence.

On the next page are some of the core coaching moves Achievers make:

PRACTICAL ACTIONS Coach Like An Achiever

Inspire confidence and stretch. Be the voice that says, “You’ve got this—go for it.” Help people push past their comfort zones while reminding them of what they already have in place to succeed.

Be honest, direct, and kind. Say the hard thing—but say it with care. When people feel valued, they’re more open to hearing the truth.

Be purposeful and prepared. Good coaching doesn’t happen off the cuff. Come into the conversation with clarity and focus and always follow up.

Be calm and present. In a noisy world, your full attention is a gift. Show up steady. Your presence sets the tone and allows others to think more deeply.

Promote connection. Help people see that they’re not alone. Whether it’s encouraging peer conversations or building team cohesion, connection builds resilience.

Create together. Don’t treat coaching like a monologue. Invite ideas. Explore perspectives. Make it a shared process. That’s how real change happens.

These aren’t just tips—they’re habits to build. They’re how Achievers help others become more effective, more confident, and more capable. And they matter more than ever when the path ahead is unclear.

Start Where You Are

You don’t have to be perfect to make a real impact. You just have to be intentional. Start small. Ask one better question. Give one thoughtful piece of feedback. Make space for one meaningful conversation. Then do it again.

Coaching is a practice—just like leadership itself. And when you approach it with the mindset of an Achiever, it becomes one of the most powerful ways you can build your people, strengthen your culture, and lead through change. 🌱



EXECUTIVE LEADERSHIP COACHING

Targeted, one-on-one and group support to help leaders build critical skills, navigate complex challenges, and increase their impact. Bell coaching is practical, personalized, and grounded in decades of leadership research and experience. Whether supporting individual executives or teams, Bell coaches serve as trusted advisors who help leaders sharpen their performance and drive meaningful results.

Curious what coaching can do for you and your organization? Reach out to identify the executive or team support that ensures your results hit the mark.

Coaching for Individuals

As executive responsibilities grow, so do the stakes. Bell Executive Coaches work confidentially with senior leaders to address high-level challenges, strengthen leadership capabilities, and align individual growth with business outcomes.

Coaching for Teams

Leadership teams often face cross-functional pressures, interpersonal friction, or unclear alignment. A Bell Team Coach helps surface dynamics, clarify priorities, and guide the group toward more cohesive and effective collaboration.

Keynotes to Inspire What's Next

Bell Leadership's keynotes are designed to help leaders meet the moment, equipping them with the mindsets and tools to lead effectively now and into the future. From navigating uncertainty to building resilient teams and cultures, our speakers deliver engaging, results-driven presentations that move beyond theory into real-world application.



Leadership Mastery & Personal Effectiveness

- The Power of Personality – Discover patterns that define great leaders, and traps to avoid.
- From Chaos to Clarity – Focus and lead with confidence in uncertain times.
- Build Yourself First – Leverage self-awareness for greater leadership impact.

Advanced Communication

- The Power of Listening – Transform relationships through better listening.
- Leading People, Not Just Projects – Build lasting influence across styles.
- The Right (and Wrong) Way to Give Feedback – Build trust while inspiring improvement.

Navigating Change

- Navigating Change Through Uncertainty – Lead with agility and composure.
- Building Leadership Agility – Learn why the best leaders change first.
- Change Is Personal – Address the human side of transitions.

Team & Culture Building

- How Great Teams Work – Unlock the traits of high-performing groups.
- Teambusters and Trust-Builders – Replace sabotage with trust.
- Culture Starts with You – Shape culture through daily leadership behaviors.
- Build Your Dream Team – Hire smarter for stronger results.

Personal Productivity & Life Integration

- Peak Performance in a Complex World – Manage time, energy, and focus without burnout.
- Planning a Life That Works – Align work, life, and long-term goals.

Family, Business & Legacy

- Money, Families & Children – Apply leadership principles at home.
- Building a Legacy – Lead effectively across generations.

Ready to inspire your team? Contact us to book your keynote: 919.967.7904

Our Mission

To help people develop
their personal effectiveness
and leadership skills to
contribute to humankind.



Build your people for what's next
with Bell Leadership Solutions:

- Leadership Mastery Seminars
- Team-Based Programs
- Executive Coaching
- Executive Retreats
- Surveys & Assessment Tools
- Licensed Programs



Connect with the Bell Team
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Building Leaders in Chapel Hill, NC.