



OSIYO Group



LEGACY LEADERSHIP

TRAINING &  
COACHING PROGRAM

# Training & Development Highlights

If we learn together, we grow together!

Our engaging, discussion-based sessions focus on real-world challenges and opportunities. Topics emphasize strengths, collaboration, and strategic thinking. Emphasis is placed on building leadership clarity, capacity, and accountability at all levels of the organization. Through a proven blend of group learning and team coaching, participants gain a deeper understanding of self, others, and the organization.

## Tailored Learning Sessions Example Menu of Options

1. **CliftonStrengths - Start with talent; end with strengths.** Know and apply your unique strengths every day and those of your team. This powerful tool and thinking session builds awareness and an action plan to turn raw talent into a go-to strength, acknowledge your blind spots, and recognize team dynamics to change behaviors and drive performance.
2. **Emotional Intelligence (EI).** Participants explore emotional intelligence using the EQ-i 2.0, a world-leading assessment of EI and human performance. The session includes tool training, practice with EI competencies, and a personal debrief to enhance self-awareness and address blind spots.
3. **Leading with Style: Connecting Strengths and EI.** Connect emotional intelligence with leadership style for authentic presence. Through group work and reflection, participants identify their leadership style, apply EI, and develop strategies to manage weaknesses—enhancing wellbeing, team performance, and organizational strength.
4. **Leading Teams: Focused Excellence.** Increase your ability to intentionally create strengths-based, high-performing teams. Using the CliftonStrengths framework, participants examine what drives team productivity and wellbeing, identify success factors, and practice a team framework they can implement immediately to sustain focus and excellence.
5. **Leading Innovation: The Why, What, and How.** Explores how leaders can embed innovation into culture and strategy by connecting it to behaviors. Participants examine why innovation is essential, what to focus on, and how to leverage diversity of thought and experience to challenge assumptions, rethink business models, and demonstrate visible change.
6. **Leading Change & Transformation.** Prepares leaders to navigate volatility and uncertainty while maintaining clarity, collaboration, and purpose. The session emphasizes role clarity, authority, and growth during organizational transitions, helping leaders balance efficiency with wellbeing and guide their teams through continual change.
7. **Purpose, Mission & Vision: Scaling Culture.** Strengthens leaders' connection to the organization's mission, values, and culture. Participants explore how to preserve cultural integrity as the organization grows by defining observable behaviors that translate values into daily leadership and sustain alignment across all communities and stakeholders.
8. **Communicating 4-Success – Leadership that Lasts!** Effective leaders use communication to inspire action and performance. Explore strategies to navigate challenging discussions, identify high-stakes dialog, recognize styles under stress, and build trust-based relationships that move teams forward.

# Coaching Program Highlights

“Well structured coaching programs help organizations align leadership continuity, cultural strength, and succession readiness with long-term organizational sustainability.”

## Intentional Design

Expected Rigor & Commitment

Purpose-Built Sessions  
Seeking Tangible  
Outcomes, Not Open-  
Ended Vague  
Conversations

## Accountability for Impact

Built-in Follow Through

Insight-to-Action in Every  
Session, with a Talent  
Development Plan and  
Personalized Exercises

## Leadership Continuity & Readiness

Return on Investment

Builds a Legacy of  
Leadership Pipeline,  
Strengths Culture, &  
Stability

# Coaching Program with Intentional Structure

“According to the ICF, investing in coaching for high-performance talent transforms individual potential into measurable organizational impact by increasing productivity up to 88%, reducing top-talent turnover, and delivering an average return on investment of 7 times the initial cost.”



- Designed for executives, succession-ready leaders, and high-performance individuals.
- Flexible structure aligned to organizational priorities, typically delivered over 6–12 months with a cadence of 1–2 monthly sessions lasting 60–90 minutes.
- Strategic talent development plans define clear, high-impact growth goals and performance behaviors.
- Confidential, trust-based environment supported by mutual agreement for candid dialogue, deeper self-awareness, and the vulnerability necessary for growth.



## A Certified Coaching Team

“We recommend Gallup’s CliftonStrengths assessment and usage for building a strengths-based culture, improving performance, and engaging people.

When people invest in their strengths and manage around weaknesses, performance and engagement significantly improve!”

### Gallup CliftonStrengths Overview

A strengths-based assessment that identifies an individual’s natural patterns of thinking, feeling, and behaving. It is built on decades of research into human performance and talent development and provides a personalized profile of 34 talent themes ranked by dominance.

### Core Value & Usage

Increases self-awareness, accelerates leadership development, and improves individual and team performance through strengths alignment.

It is used for Individual & leadership development, coaching, team building, succession planning, role alignment, and performance optimization.

# LEIGH A. MCGEE, M.B.A. | COACH

**CERTIFICATIONS: GALLUP - STRENGTHS COACH**

A citizen of Cherokee Nation, Leigh is founder and principal of OSIYO Group. Established in 2003, the firm specializes in organizational and leadership development practices serving clients across the U.S. including tribal governments, native-owned businesses and communities; non-profits, and the federal government.

Leigh uses Appreciative Inquiry methods in her coaching and consulting practices. She enjoys working with teams and individuals to hone talents into powerful strengths that can be used more intentionally and consistently. She is a former Chairman of the U.S. Census Bureau's American Indian and Alaska Native Race and Ethnic Advisory Committee; and a former senior executive for the Cherokee Nation.

Leigh's educational background includes Wilmington University, M.B.A.; and Northeastern State University, B.S.



# Jamie Geneva, M.Ed. | Coach

Certifications: Gallup - Strengths Coach & VitalSmarts – Crucial Confrontations

Jamie is a citizen of the Cherokee Nation and a Gallup-certified CliftonStrengths coach with more than 35 years of experience in executive development, leadership training, and strengths-based facilitation. As Director of Training & Development at OSIYO Group, she coaches individuals, teams, and organizations to recognize and apply their strengths in ways that foster growth, alignment, and impact.

Known for her ability to meet people where they are, Jamie brings a thoughtful, practical approach to her work, tailoring each engagement to the unique goals, culture, and needs of her clients. Her coaching and facilitation help leaders strengthen communication, deepen collaboration, and create meaningful change.

Throughout her career, Jamie has served as an educator, cultural administrator, project manager, curriculum designer, leadership coach, and facilitator. She earned both her Master of Education in Public School Administration and Bachelor of Science in Elementary Education from Northeastern State University in Tahlequah, Oklahoma.



**WOO – Empathy – Communication – Connectedness – Harmony –**  
Consistency – Positivity – Adaptability – Maximizer - Belief

# Steven Bushong, M.B.A. | Coach

Certifications: CPCC, Gallup – Strengths Coach, ACC, ITCA

As a certified professional coach, Steven helps individuals, teams and organizations achieve their full potential through coaching, mentoring, training and consulting using a systemic approach to transformation, encompassing the whole person, their stakeholders and environment. He works with clients to understand and leverage their strengths and create alignment with their purpose and values to empower the transformation they want. Steven is a founding member of Global Team Coaches, an alliance of professionally certified coaches supporting leaders and their teams worldwide.

Steven is a retired executive from The Walt Disney Company where he most recently was Senior Vice President of Marketing Operations leading Operations, Production and Post-Production teams. Throughout his career, he has led and significantly contributed to global business reengineering and transformation projects in the areas of Marketing, HR, IT, Finance, and Operations. Steven holds a B.S. in Industrial and Systems Engineering from The University of Michigan-Dearborn and an MBA from Babson College.



Strategic—Learner—Achiever—Futuristic—  
Relator—Intellection—Self-Assurance—  
Arranger—Maximizer—Connectedness





Since 2003

Helping Organizations Adapt, Grow, and Prosper

> Organizational Development

> Leadership Development

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