



Best Days Consulting, LLC

Helping Leaders Create More "Best Days"

Leadership Growth Roadmap

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Coaching Focus: June-December 2026

Leadership Context & Current Phase

Robbie's first season at SDS has moved through three important leadership phases:

1. Integration & Learning

Building trust, understanding the DNA of SDS, learning the industry, and clarifying the organization's values and direction.

2. Operational Leadership

Leading through the intensity of Ridpath and other operational demands, stabilizing systems, improving communication and accountability, and carrying significant day-to-day responsibility.

This phase also surfaced an important pattern:

Robbie's ability to absorb large amounts of responsibility can unintentionally pull him too deeply into operational leadership and away from strategic leadership.

3. Strategic Leadership & Capacity Building

Robbie is now entering a new phase centered on team accountability, direct report development, and sustainable management rhythms.

The key shift ahead is not simply doing more, but leading through clearer goals, stronger people development, and more consistent accountability structures.

How We'll Use This Framework

This document is intended to maintain continuity across coaching sessions while staying flexible. Sessions will continue to respond to real-time needs, but these goals give us a shared roadmap for what Robbie wants to build over the next phase of leadership.

Goal 1: Team Development & Collective Accountability

Core Focus

Move beyond improved culture and general team cohesion toward clearer shared goals, stronger cross-team accountability, and more visible collective progress.

Current Reality

Robbie has helped SDS move from fragmented individuals and teams toward stronger communication, better shared rhythms, and more relational trust. The next step is helping teams move from “we like each other and communicate better” to “we are aligned around clear goals and accountable for shared outcomes.”

Key Areas

- Team-level goals and priorities
- Shared accountability across departments
- Stronger use of crew huddles
- Integration of Ridpath and other site-based teams
- Cross-functional collaboration
- Defining what progress looks like collectively

Strategy Development Space

Possible Strategy / Experiment	Notes / Next Step
Set Strategy Session with Upper-Level Team (Sarah, Penny, Trevor, Willow?, Steve?)	
Define 1-2 quarterly team goals	
Identify department-specific priorities	

Bring Willow / Ridpath leadership into crew huddles	
Use office move as a culture reset opportunity	
Create a simple team progress dashboard	
Develop shared accountability routines	

Coaching Questions

- What does the “next level” of team cohesion look like?
 - Each of these people develop stronger ownership over their whole domain/team, especially people that work under them and report to them.
 - What is functionally changing in people’s behaviors?
 - Applying pressure in a good way. We’ve already moved from toxicity to comfort & trust. Now we need build upon comfort & trust to empowerment, transparency, and accountability.
 - What goals would help the team rally around shared progress?
 - Where are teams still operating in silos?
 - How can Robbie use existing rhythms, like huddles, to deepen accountability?
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Goal 2: Direct Report Coaching & Development

Core Focus

Move from primarily managing work to intentionally developing people.

Current Reality

Robbie has built credibility, trust, and stronger organizational structure. He has also named that while leadership and management feel increasingly strong, the coaching/development part of his role has been less intentional. The next phase includes defining what coaching looks like for him in this setting.

Key Areas

- 1:1 developmental conversations
- Growth goals for direct reports

- Feedback and follow-up rhythms
- Coaching posture and questioning
- Developing leadership capacity in others
- Moving from task oversight to people development

Strategy Development Space

Possible Strategy / Experiment	Notes / Next Step
Identify 2–3 direct reports for focused development	
Create a simple monthly or bi-weekly check-in format	
Create a simple quarterly check-in format	
Define growth goals	
Practice feedback conversations in coaching	
Reflect after key 1:1 conversations	
Build coaching questions Robbie can use consistently	

Coaching Questions

- What does coaching look like in Robbie’s style?
 - Who most needs development right now?
 - Where is Robbie managing tasks instead of growing people?
 - What does each key person need next to increase capacity, ownership, or leadership?
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Goal 3: Managerial Accountability

Core Focus

Create stronger accountability for Robbie around the management structures and leadership habits he wants to put in place.

Current Reality

Robbie has identified important managerial practices that matter but can easily fall below more urgent daily demands. This goal creates a place to track follow-through, build rhythm, and use coaching as accountability for the things that are important but not always urgent.

Key Areas

- Quarterly or monthly check-ins
- Follow-through on team development practices
- Role clarity and job descriptions
- Organizational structure updates
- Delegation and ownership review
- Regular reflection on operational load

Managerial Accountability Tracker

Leadership Practice	Frequency	Status / Notes
Direct report check-ins	Monthly / Quarterly	
Team goal review	Monthly / Quarterly	
Org chart / role clarity review	Quarterly	
Delegation review	Monthly	
Strategic planning time	Monthly	
Office move planning	As needed	
Follow-up on prior action steps	Each session	

Coaching Questions

- What important leadership tasks are being crowded out by urgency?
 - What does Robbie need accountability on from coaching?
 - Which management rhythms need to become non-negotiable?
 - What structures help Robbie stay out of reactive mode?
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Organizational Transitions & Strategic Opportunities

These moments should not get lost inside the three goals. They are natural transition points that can be used intentionally to support the broader work.

Office Move / Space Transition

Why It Matters

The upcoming office move is a physical and symbolic opportunity to reset communication, collaboration, workspace norms, and team culture.

Areas to Explore

Focus Area	Notes / Ideas
Desk / office placement and collaboration	
Shared spaces and team rituals	
Grand opening / launch moment	
Communication norms in the new space	
How the move supports team cohesion	

Organizational Structure Refresh

Why It Matters

As SDS grows, informal structures may create confusion, uneven workloads, or burnout. A refreshed structure can clarify ownership and improve accountability.

Areas to Explore

Focus Area	Notes / Ideas
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Updated org chart	
Job descriptions	
Operations role scope	
Responsibility mapping	
Reporting lines and decision rights	

Ridpath Integration

Why It Matters

Ridpath has its own site culture and operating rhythm. Integrating it thoughtfully into SDS's broader organizational identity will support alignment and belonging.

Areas to Explore

Focus Area	Notes / Ideas
Willow's role in broader SDS meetings	
Site staff connection to SDS culture	
Ridpath goals and accountability	
Communication between site and core team	

Loose Scope & Sequence

This is not a rigid session-by-session plan, but a way to think about emphasis over the next phase of coaching.

Phase	Possible Focus
Early Phase	Clarify team goals, identify direct reports for development, define Robbie's accountability practices

Middle Phase	Build and test check-in structures, develop team accountability routines, plan office move intentionally
Later Phase	Review progress, refine systems, assess leadership growth, adjust goals for next phase

Running Coaching Log

Date / Session	Key Themes	Strategies / Decisions	Action Steps	Notes for Next Time