

LEADERSHIP DEVELOPMENT TRIPLE WIN PROGRAM



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by Bohler Consulting Co., Ltd

What we do

We help organisations grow their leaders from within — through a structured, stakeholder-centered coaching program that delivers measurable, lasting behaviour change.

- Partner with HR and senior leadership to identify the right leaders for the program
- Run a structured 360° assessment and stakeholder interviews to identify 1-2 high-impact growth areas
- Guide the leader through a proven four-phase process: Aspire → Focus → Commit → Grow
- Involve the leader's manager, team, and HR throughout — not just the leader in isolation
- Track progress through regular pulse surveys (LGPR) visible to all key stakeholders
- Ensure change sticks — through monthly action plans, feedforward cycles, and quarterly reviews

*Based on the **Global Coach Group** methodology by Will Linssen — a globally proven, WE-centered approach to leadership development called Triple-Win.*

Success Criteria

- Senior leadership and HR are committed to the process, not just the outcome
- The leader's manager actively participates in feedforward and progress reviews
- The leader is genuinely willing to grow — not just going through the motions
- The engagement runs long enough for real change (6–12 months recommended)

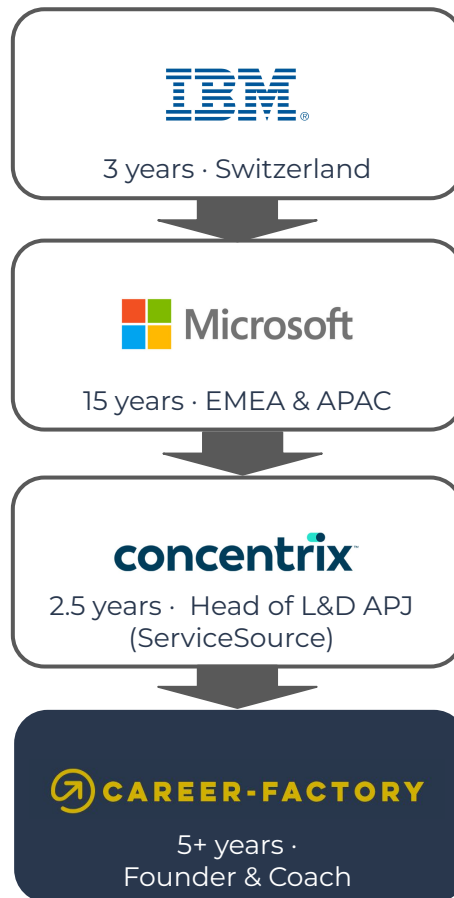
What we don't do

- We don't do one-off workshops or training sessions — this is a sustained behavioural change program.
- We don't coach in isolation — stakeholder involvement is built into the process by design.
- We don't report on confidential coaching content — progress is tracked through observable behaviour, not session notes.
- We can't guarantee outcomes if key stakeholders or the leader's environment change significantly during the engagement.

20+ Years Building Careers from the Inside

I spent 15 years at Microsoft, 8 of which leading Learning & Development across Western **Europe and Asia-Pacific** — understanding how **large organisations** develop, promote, and sometimes overlook talent.

That **insider perspective** is exactly what I bring to our work together: not just coaching frameworks, but a deep understanding of **how careers actually move** inside multinationals.



Partners



Recognized
by Randstad
Enterprise, APAC



Professionals from some of the world's leading companies have trusted me with their careers...

Selection of Clients by Employer

- Alphabet (Google)
- Amazon
- Booking.com
- Cisco
- Informatica
- Juniper
- Logitech
- Lumentum
- Marvell
- Micron
- Microsoft
- Mozilla
- National Instruments
- Peloton Interactive
- Qualcomm
- SG Securities
- Synaptics
- Syneos Health
- Synopsys
- Templeton Investment
- Teradata
- TomTom
- Trellix
- Seagate
- Uber
- VMware

Selection of Clients by Job Title

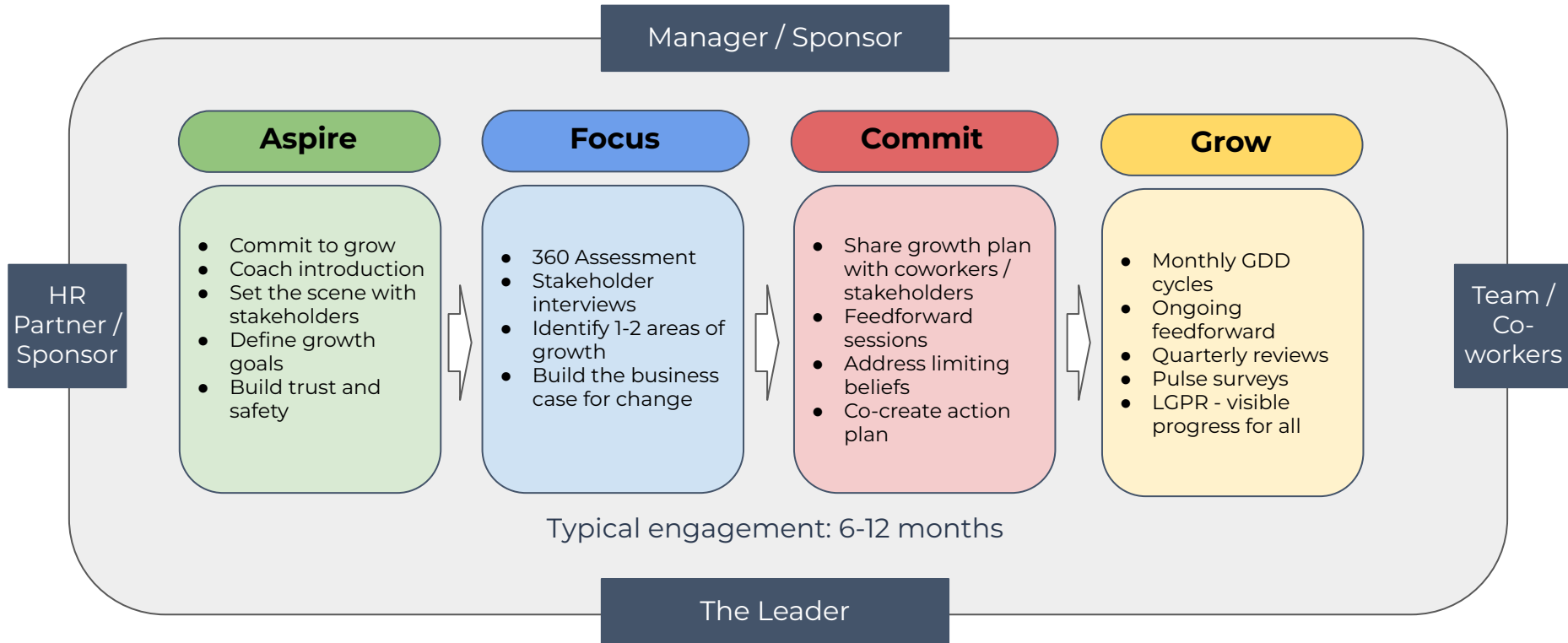
- Account Manager
- Business Intelligence Lead
- Chief Marketing Officer
- Chief IT Security Officer
- Executive Assistant
- Head of Human Resources
- Head of Finance
- Head of IT / CIO
- Head of Data Center Operations
- Head of Quality Assurance
- Marketing Automation Strategist
- Partner Sales Manager
- Quality Assurance Engineer
- Regional HR Manager, APAC
- Regional Project Management Lead (PMO)
- Risk Management Lead (Finance)
- Software Engineering Lead
- Sales Manager
- Senior Director, Engineering
- Senior Director, Supply Management
- Senior iOS Developer
- Senior Product Manufacturing Engineer
- Senior Sales Representative
- Staff Hardware Tech Lead
- VP of Operations, APAC
- VP of Compliance, Taiwan

To protect the identity of my clients, I won't share the combination of company and job title, nor the nature of the engagement. Engagements include Career Transition, Career Development, Leadership Development, and Training.

NOTE:

Triple Win engagements launching Q3 2026 — based on the globally proven Triple Win methodology by Will Linsen, Global Coach Group 4

Triple Win Leadership Development: a **WE-centered** approach



1 Initial Conversation

- Free - 60 minutes
- Google Meet or in person
- Understand the organisational need and leadership context
- Discuss the program approach and methodology
- Identify the right leader(s) for the engagement

No commitment required. We'll be honest about whether this is the right fit.

2 Proposal & Agreement

- Tailored proposal based on your specific context
- Scope, timeline, and investment clearly outlined
- Engagement confirmation signed by sponsor, HR, and coach
- Payment terms agreed (50% upfront, 50% on completion)

Invoice issued by Bohler Consulting Co., Ltd (Taiwan). Bank transfer in USD, CHF, SGD, or TWD.

3 Program Kick-Off

- Alignment meeting with leader, manager, and HR
- Roles and expectations clarified for all parties
- Confidentiality boundaries established
- Timeline and touchpoints agreed

A proper kick-off is essential — it sets the tone for stakeholder involvement throughout.

4 Coaching Engagement

- Four-phase program: Aspire → Focus → Commit → Grow
- Regular 1:1 coaching sessions with the leader
- Monthly action plans reviewed each session
- Quarterly review summaries shared with sponsor & HR
- LGPR pulse survey reports — progress visible to all stakeholders

Typical duration: 6-12 months. Email support between sessions included.

Let's talk about your leadership development needs.

Every engagement is scoped to your organisation's specific context — the leader, the role, the team, and the goals. Reach out to start the conversation. No commitment required.

EMAIL

hello@career-factory.co

WEBSITE

www.career-factory.co

INITIAL CONVERSATION

Free — 60 minutes or as needed

Based on the Triple Win Leadership Development methodology by Will Linssen / Global Coach Group ·
Delivered by Guido Bohler, Career-Factory · Bohler Consulting Co., Ltd · Taiwan