



LGP Coach Certification

Equip Leaders to grow vertically with the worlds most transformational 360° leadership assessment



The Leadership Assessment that connects behaviour with tangible outcomes

Why the LGP Matters

With over 70,000 completed evaluations, the Leadership Growth Profile (LGP) stands as a proven, data-driven tool for leadership development. We've refined the LGP to measure behaviours that directly impact organisational success.

By integrating the world's most researched leadership framework, shadow work, immunity to change, acceptance commitment training (ACT) and the latest research on mindfulness and self-regulation, the LGP and its vertical development journeys ensure seamless vertical development that drive impact.

Green Zone positive correlations



Red Zone negative correlations



Our data reveals a clear correlation between behaviour and outcome. In contrast, those with high scores in the **Green Zone** — demonstrating conscious actions — see measurable, positive impacts on their teams and organisations. Leaders who score high in the **Red Zone** — indicating reflexive habits — experience significant declines across multiple metrics.

Why Certify with TripleGoal?



A Complete Coaching System, Not Just an Assessment

Unlike tools that stop at diagnostics, the LGP Certification gives you everything you need to deliver full-cycle coaching impact. From assessment through to development planning, coaching tools, and behavioural integration, it's all here. You're not just delivering a report; you're leading a guided growth journey designed to deliver measurable outcomes.

Enable Vertical Growth That Lasts

The LGP identifies mindset patterns that drive leadership behaviour. Certified coaches use this insight to guide leaders through targeted, values-aligned change. It's not just about what leaders do, it's about who they're becoming. That's the essence of vertical development.



Data That Drives Business Results

With over 70,000 global assessments, the LGP is proven to correlate with real business metrics: performance, engagement, retention, and psychological safety. You'll be equipped with insights and tools that link individual growth to organisational impact, fulfilling the Triple Goal.



Trusted Globally, Built for Impact

TripleGoal's methodology is trusted by top-tier enterprises and forward-thinking coaches across the globe. It's not just a certification, it's your gateway to transformative leadership impact at scale.



Seamless Tools for the Whole Journey

You'll get access to:

- ✓ The Growth Matrix: our structured framework for vertical development
- ✓ Guided debrief scripts and development planning templates
- ✓ Tools to identify a leader's One Big Practice (OBP)
- ✓ Resources to coach through Green Zone accelerators and Red Zone derailers
- ✓ Follow-through support for coaches and leaders alike
- ✓ AI-integrated tools that personalise and streamline leadership development

Leadership Growth Profile

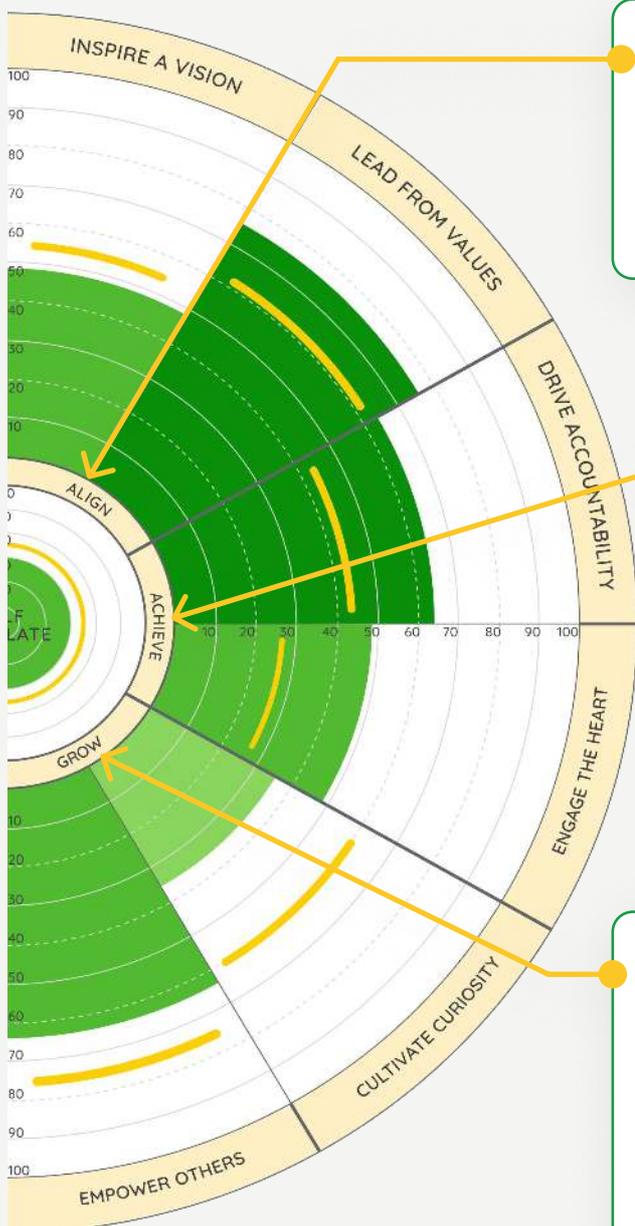


The Centre Circle: Self-Regulation

The Centre Circle assesses the most advanced form of self-awareness: self-regulation. Leaders who self-regulate are able to consciously and continuously recognise and transform Red Zone behaviours into Green Zone actions.

The Green Zone

The green zone evaluates behaviours that drive great leadership outcomes. Behaviours proven to drive high performance, learning agility and workplace joy-collectively known as the Triple Goal. The green zone measures 3 core areas and 6 leadership Practices.



Align

Leaders must align people behind a shared purpose and earn their right to lead by role modelling values that inspire trust and accountability. The 2 **Align** practices are **Inspire a Vision** and **Lead from Values**.

Achieve

To achieve the highest levels of performance and engagement leaders must agree performance and behaviour standards, role model them, create accountability around them and celebrate the victories when they are achieved. The 2 **Achieve** practices are **200% Accountability** and **Engage the Heart**.

Grow

In today's complex world, leaders must build teams that are great at innovating, learning and implementing new learning. They need to support the growth of the individuals in the team and collaborate with others to harness collective learning. The 2 **Grow** practices are **Cultivate Curiosity** and **Empower Others**.

Leadership Growth Profile

The Red Zone

The red zone identifies behaviours that limit leadership effectiveness, often rooted in past stress and operating unconsciously. We measure the red zone because we cannot outgrow it unless we know it and can describe it. The 3 core red zone areas closely resemble the 3 biological stress responses of freeze/fawn, fight and flight.

Approval

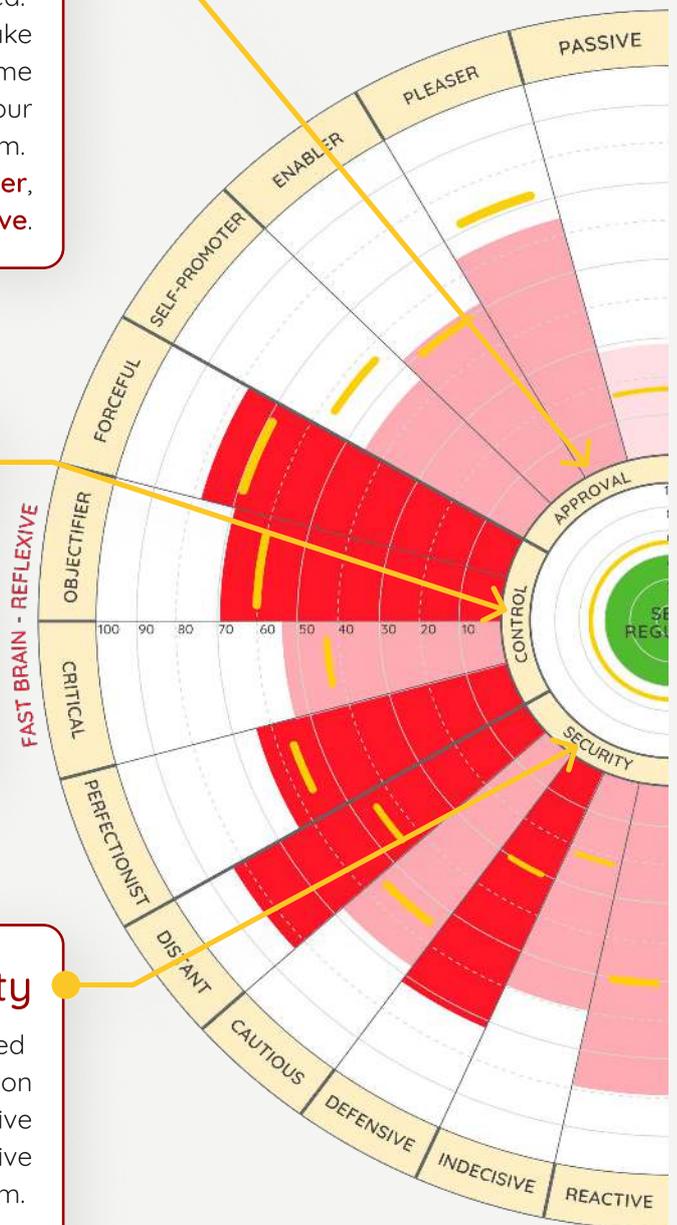
We all want to belong, be seen, appreciated and valued. We want approval. This becomes red zone when we make our self-worth dependent on approval. We can become passive, people pleasing, enabling of other's bad behaviour or need to be the smartest person in the room. The 4 **Approval** dimensions are **Self-Promoter**, **Enabler**, **Pleaser** and **Passive**.

Control

We all want to have autonomy and do excellent work. This becomes red zone when we lose flexibility, the perspective of others and our humanity. We can be forceful and dominant, treat people like objects, become unreasonably perfectionistic and critical. The 4 **Control** dimensions are **Forceful**, **Objectifier**, **Critical** and **Perfectionist**.

Security

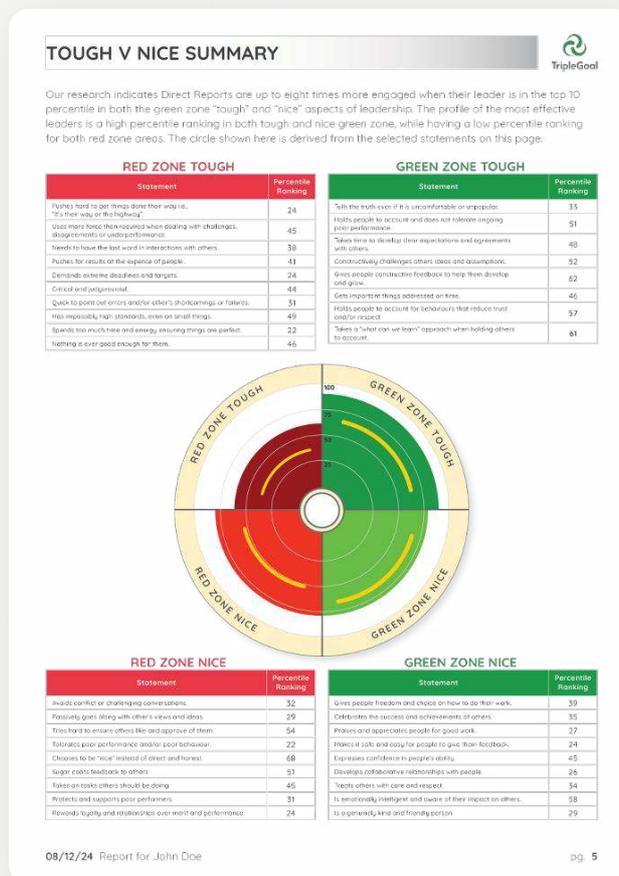
We all want to feel safe and secure. This becomes red zone when we lose touch with the real needs our situation demands. We can be distant instead of open, conservative instead of innovative, defensive instead of curious, indecisive instead of bold and reactive instead of calm. The 5 **Security** dimensions are **Distant**, **Cautious**, **Defensive**, **Indecisive** and **Reactive**.



The Complete Leadership Spectrum: Tough and Nice Decoded

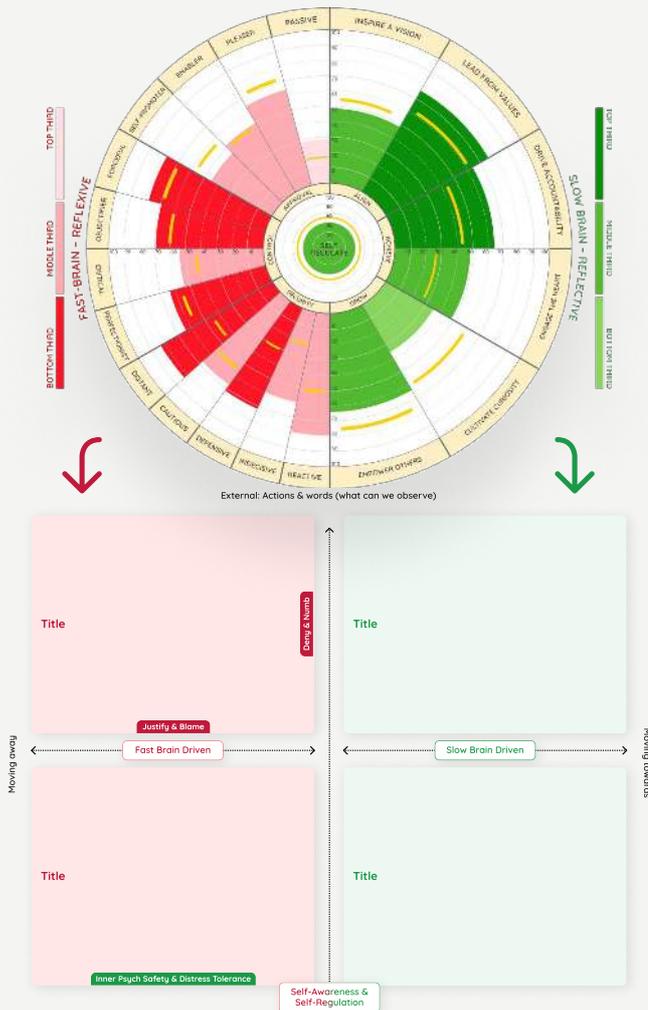
Zenger and Folkman's benchmark leadership study on whether its better to be a "tough" performance driver or a "nice" people enhancer concluded the world's most effective leaders do both. Great leaders are both tough AND nice. The Leadership Growth Profile measures this balance and takes it a step further by helping leaders understand the green and red zone dimensions of tough and nice, enabling a more sophisticated understanding of this critical leadership dimension.

With insights across the entire spectrum of leadership, this tool equips you to lead with strength, empathy, and integrity, unlocking your highest leadership potential.



Our research shows that Direct Reports are up to eight times more engaged when their leader ranks in the top 10% of both green zone "tough" and "nice" aspects. With this knowledge, leaders will be equipped to inspire trust, drive results, and lead with confidence.

Debriefing Process



Select between 2 possible debriefing packages, each following a consistent, congruent way to seamlessly translate the report into an actionable developmental journey.



Bronze



Silver

From report to committed action

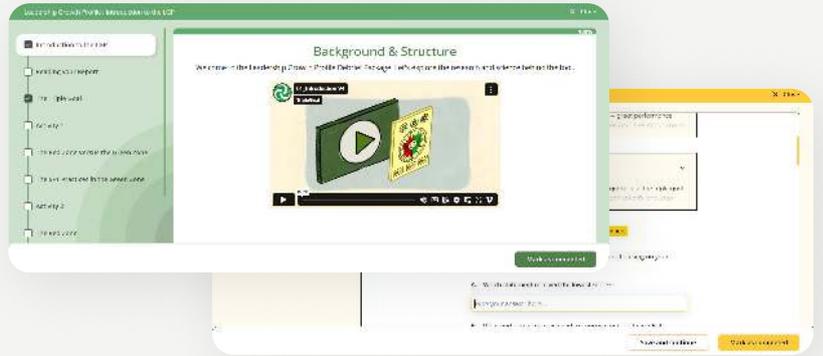
From report to structured practice

E-learning videos	YES (10 videos)	YES (10 videos)
Digital workbook with reflection activities	YES (4 activities)	YES (4 activities)
Triple Goal tool	YES	YES
Pulse Check-ins tool	NO	YES
Growth Matrix tool	NO	YES
Coaching	YES (1x90-min)	YES (tailored)
Minimum time commitment	2 hours	2 hours

Integrated Tools & Resources

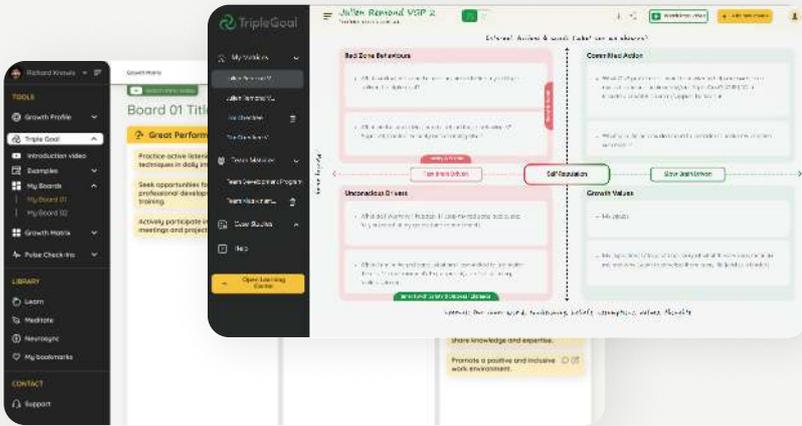
E-learning Content

Videos, resources and reflection activities to help leaders analyse their report and define a developmental plan forward.



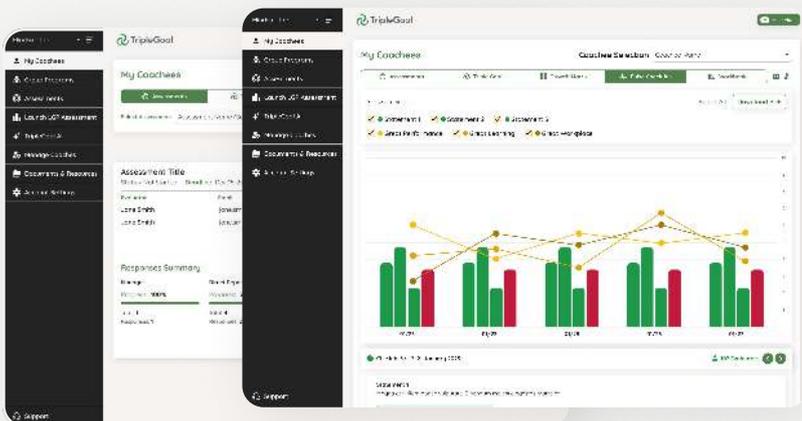
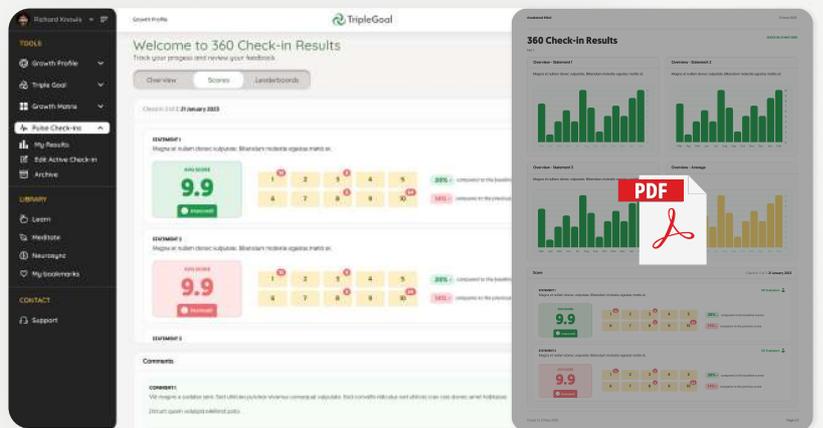
Digital Growth Matrix & Triple Goal tools

Two simple yet elegant framework for leaders to convert their report into a clear set of objectives and a growth journey map.



Pulse Check-ins

A quick and easy way for leaders to track progress on their developmental commitment.



Partner Portal & TripleGoal AI

A gateway to access all of clients' progress, as well as gather and provide feedback.



12 Core Competency +
11 Resource Development units

Certification Program Overview



Format

4 virtual half-day sessions
over 4 weeks + pre-work



Time Commitment

Approx. 22 hours (18 live training hours
+ 4 hours of pre-work)

Module 1:

Foundations of the LGP

Understand the system that transforms leaders

Dive into the research behind the Leadership Growth Profile (LGP) and the powerful vertical growth model it's built upon. This module introduces the Green Zone, the Red Zone, and the Triple Goal framework - Great Performance, Great Learning, and a Great Workplace.

You'll Learn To:

-  Navigate the LGP report with depth and clarity
 -  Facilitate foundational insights with clients
 -  Anchor your coaching in evidence-based practice
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Pre-Work:

-  Complete your own LGP 360 (40 min)
 -  Review the Silver Learning Package (2 hrs)
 -  Reflect on your first impressions ("First Thoughts" activity) (20 min)
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Module 2:

Coaching the Red Zone

Unlock the root causes of reactive leadership

Explore the fast-brain reactivity behind the Red Zone behaviours that limit effectiveness. Learn how to support clients in identifying, unpacking, and transforming the unconscious patterns that block growth.

You'll Learn To:

-  Spot and interpret Red Zone patterns
 -  Use the Red Zone Matrix to surface limiting beliefs
 -  Facilitate breakthroughs using the immunity-to-change lens
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Pre-Work:

-  Identify three personal Red Zone patterns & complete Matrix questions (20 min)
 -  Reflect: "Why is it hard to stop these behaviours?" (10 min)
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Module 3:

Activating the Green Zone

Guide leaders to build powerful, values-aligned habits

This module explores the six core Leadership Growth Practices that make up the Green Zone. You'll learn how to help clients define their One Big Practice (OBP) and translate insight into meaningful, trackable action.

You'll Learn To:

-  Distil and guide behavioural commitments
 -  Use the Growth Matrix for vertical development
 -  Coach with clarity, specificity and accountability
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Pre-Work:

-  Read executive summaries of The Mindful Leader Vertical Growth
 -  Choose one Green Zone Practice and prepare your reflections (15 min)
 -  Continue observing and noting Red Zone patterns (15 min)
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Module 4:

Coaching for Sustainable Transformation

Embed lasting change with tools for long-term growth

In this final module, you'll learn how to integrate the Growth Matrix and pulse check-ins to support client accountability and growth over time. We explore adult development theory, values-based coaching, and advanced facilitation skills for deep transformation.

You'll Learn To:

-  Design growth journeys with measurable impact
 -  Facilitate pulse check-ins for practice accountability
 -  Integrate values, behaviour and systems change
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Pre-Work:

-  Complete a full Growth Matrix and design a pulse check-in (30 min)
 -  Commit to practising your own Green Zone behaviours (ongoing)
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Get Certified in the Leadership Growth Profile

Join the next live online training and become a certified Leadership Growth Profile coach.

This certification equips you with a clear, behaviour-based system to debrief LGP reports, identify a leader's One Big Practice, and guide sustained behaviour change in real organisational contexts.

Join the Next Live Training

The free self-assessment gives you a personalised snapshot of how your leadership behaviours show up in practice, including strengths and stress patterns, and how they influence performance, learning, and trust.



certification.triplegoal.com