



EXECUTIVE COACHING SERVICES

Overview:

Executive Coaching is a developmental process designed to help executives achieve business results through honing their leadership skills and capitalizing on their strengths. Depending on the organizational need, there are various programs:

- **Assimilation Coaching** for newly hired executives to improve and speed adjustment to a new work environment or role
- **Leadership Coaching** for high performing executives who want to learn to coach others, build a strong leadership platform and/or grow to the next level of leadership
- **Career Coaching for** executives who want to grow within an organization and provide greater personal value
- **Team Coaching for** newly formed or intact teams to improve communication, problem solving and decision making skills or to grow into a powerful cross-functional team to increase their productivity

Approach:

Executive coaching applies a systematic approach that is based on experience and research in building high performing organizations through effective leaders.

- Complete assessment with the use of instruments, as well as interviews that provide a 360-degree perspective
- Goal setting that targets individual, team and organizational goals
- Appropriate mix of coaching sessions, hands-on training, assignments and evaluation, direct observation and team interventions
- Regular evaluation of progress and feedback to key stakeholders

Results:

All coaching is conducted with a goal of driving business results. Both progress toward goals and outcomes are measured and reported. Return-on-investment is calculated by measuring the net present value of improved leadership, team skills and new business acumen over a specified time period.