

Executive Coaching

The Next Level of Success

How Executive Coaching Can Help You Succeed

Coaching can help you:

- ◆ Communicate more effectively
- ◆ Think and act more strategically
- ◆ Develop and clarify their vision
- ◆ Accomplish a grand goal
- ◆ Achieve the right results
- ◆ Make changes in style to be more effective
- ◆ Strategies to create success and avoid self-sabotage
- ◆ Create balance
- ◆ Manage change and transitions
- ◆ Create more effective teams
- ◆ Implement plans
- ◆ Work more effectively with partners and staff
- ◆ Prioritize and manage time effectively

Benefits for Leaders

Benefits of Executive Coaching

- ◆ Increase focus
- ◆ Increase strategic thinking
- ◆ Improve communication skills
- ◆ Increase ability to motivate
- ◆ Increase productivity

Executive Coaching will help

- ◆ Provide feedback
- ◆ Get the results you want
- ◆ Clarify your values, vision, and mission
- ◆ Accent your assets and overcome your challenges

Executive Coaching is necessary for the success and performance of business leaders. Executive coaching is to business leaders as personal training is to professional athletes – *necessary* for achieving results.

Our executive coaches help business leaders develop the needed skills that produce their desired results. Whether you want to communicate more effectively, implement strategic goals or achieve the results you have always desired, our executive coaches can help you reach your milestones.

Executive coaching will help you create a personalized success plan to achieve your business goals. Weekly meetings with your executive coach will insure that you develop successful habits that will insure that you achieve your goals on time, every time.



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The ROI of Executive Coaching to Business Leaders

Productivity Improvements	53%
Organizational Strength	48%
Quality Improvement	48%
Customer Service	39%
Retention	32%
Direct Report and Supervision	32%
Improved Relationships	70%
Teamwork	67%
Working Relations with Peers	63%

From the Manchester Study

Signs That You Need a Coach

- ◆ When you can't get the buy-in you need to reach your vision
- ◆ When you've been promoted, but can't forge the support to do your job
- ◆ When morale is often a team issue and you're the leader
- ◆ When your "360" left you feeling confused and blindsided
- ◆ When people infer that you are not listening
- ◆ When you have too many balls in the air and can't seem to find the time to pass them to someone
- ◆ When you are in transition



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Steps

Steps	Timeline
Assessment: <ul style="list-style-type: none">• 360• Testing- DISC Leadership• Interviews• Observations• Review Performance Reviews• Meet with key managers to identify ideal results	3 weeks
Target Goal Setting <p>Based on feedback and observation identify SMART goals that are achievable Break down goals into specific behaviors, habits and beliefs Develop plan to implement. Agree on timeline and frequency based on assessment</p>	4 weeks
Implement Plan, Practice <p>Practice specific new behaviors and beliefs Individual coaching to target success and road blocks Supplemental reading Observations when possible</p>	5-12 weeks
Mid point check in <p>Interview key people</p>	12-24 weeks
Fine tuning <p>Fine tune the changes Individual coaching to target success and roadblocks Observations when possible Solicit Feedback</p>	12-36 weeks
Wrap Up <p>Meet with coachee and manager to assess gains,</p>	24-52 weeks

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Sample contract

I agree to work on the SMART goals described below. I understand that coaching is a partnership and that for me to succeed I will have to do the work between meetings to move the goals forward.

I _____ agree to work on the following goals:

Goal 1. _____ Target Date

1. _____

Action Plan:

1. _____

2. _____

3. _____

Goal 2

2. _____ Target Date

Action Plan:

1. _____

2. _____

3. _____

Goal 3

3. _____ Target Date

Action Plan:

1. _____

2. _____

3. _____

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Signature

Date

Fees: Coaching Packages for 6 9 and 12 months. Payments are expected at the beginning , midway and end of contract.

Cancellation policy: We require one business day cancellation otherwise a fee will be charged.

Name: _____

Title: _____

Address: _____

City: _____ State _____ Zip _____

Office Phone: _____ Cell Phone _____ Home Phone _____



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