



## Reach New Heights

Organizations face greater rates of complexity, ambiguity and change than ever before. What works today may not work tomorrow. To keep pace with this reality, leaders must be adept at building and developing skills that help them survive and thrive when the next challenge hits.

We work with senior leaders to help them increase their value to others, build meaningful relationships, gain trust, and lead through conflict and change.

## Our Approach

We combine leadership development and professional coaching best practices with the expertise we've gained over our careers in business and academia. Working with us, clients explore and enhance their Emotional Intelligence, a suite of competencies seen as highest predictors of workplace success and overall well-being.

We start with a complimentary pre-coaching interview to understand your needs and gain agreement that coaching is appropriate.

Once we start the engagement, the process includes these phases:

- **Discovery:** The first phase is focused on expanding your awareness and gaining insight about your strengths and potential areas for development.
- **Discussion:** Your coach provides candid feedback and discusses the findings from the discovery phase.
- **Goal Setting:** You and your coach will work together to identify desired outcomes.
- **Action Planning:** A set of realistic and time-bound commitments become the roadmap for the coaching engagement.
- **Individual Coaching:** Conducted bi-weekly via phone, Skype or in person for 1 hour.
- **Evaluation:** Done via participant reflection and self-evaluation as well as by the coach seeking input from colleagues, direct reports and the sponsor.



The assessment-based approach relies on gathering pertinent data via a triangulated process.

### INDUSTRY COACHING EXPERIENCE

High-Tech  
 Manufacturing  
 Professional Services  
 Financial Services  
 Higher Education  
 Consumer Goods

### LEADER LEVELS

President/GM  
 SVP/Regional VP  
 Director/VP  
 Entrepreneur  
 Higher Ed Administration  
 Collegiate Head Coach