

## Sharpening Leaders Building Strong Teams

# You Have an Endgame in Mind – We Make Sure You Get There

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 continuously building skills and developing strategies that help their organization survive and thrive. Iron Coaching works with leaders to create a vantage point from where they can clarify priorities, build greater capacity and sharpen the interpersonal skills that matter most.

### COMPANY PROFILE

Founded in 2009, Iron Coaching is a team of coaches whose purpose is to equip and encourage clients to reach their highest potential... transforming relationships, teams and organizations.

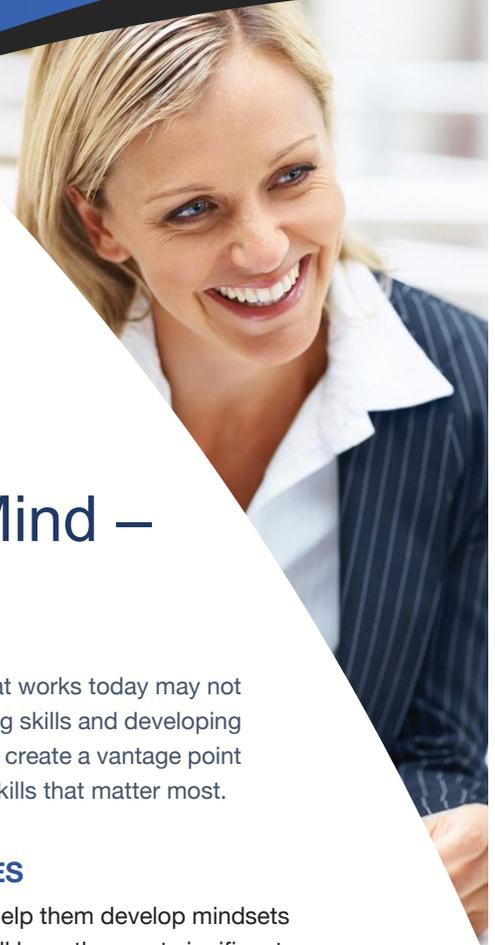
Our executive coaches possess 10,000+ hours of experience as well as the perspective and hands-on knowledge gained as business executives and leaders.

Our clients come from a diverse set of organizations but are united in the belief that investments they make in their people and culture are a key factor in achieving outstanding performance in their industry, field or sport.

### COACHING SERVICES

We work with leaders to help them develop mindsets and competencies that will have the most significant impact on their ability to be successful in their role.

Our approach assists clients in moving from assessment to action. We utilize an in-depth data gathering process that provides clients a clear picture of their strengths and areas for improvement. The client and coach will collaboratively develop a plan to address the specific needs of the situation. Our coaches employ specialized training in Emotional Intelligence, the personal and social intelligence skills that are hallmarks of effective leadership.



**COACHING BENEFITS**  
**GREATER CLARITY & FOCUS**  
**ACCELERATED PERFORMANCE**  
**BETTER DECISION-MAKING**  
**ACCOUNTABILITY**  
**PERSONAL GROWTH**  
**INCREASED CONFIDENCE**

## COACHING ENGAGEMENT OVERVIEW

### CLIENTS

C-LEVEL  
SENIOR LEADERSHIP  
PRINCIPAL/PARTNER  
ENTREPRENEUR  
HIGHER ED  
COLLEGE ATHLETICS  
MANAGEMENT  
CANDIDATES

No two people are the same, so every engagement is designed to meet the unique needs of the client and the organization. We use a 6-phase process as our guiding framework.

### Discovery

In this phase, we gather information to help you fully understand your current situation. You will complete self-assessments and participate in an in-depth interview with your coach. 360 feedback will be collected from co-workers via personal interviews and a survey.

### Feedback

Your coach will share the summarized discovery findings and provide input regarding what is going well and potential areas for growth and development based on your desired future. After this session, you will be asked to complete a reflective exercise that facilitates the next phase.

### Goal Setting and Action Planning

You will identify desired outcomes and create a list of commitments – specific growth areas you will address as part of the engagement. Working with your coach, you will design an action plan that includes learning, behavior-building and ongoing feedback. This plan serves as the coaching roadmap.

### Plan Execution

Your coach will provide a safe and supportive environment for you to process situations, ask questions and explore new ways to implement your coaching commitments. During this phase, you will do both inner work (awareness building practices) and outer work (building new behaviors). We support your learning and growth with tools and resources.

### Progress Check-in

Midway through the engagement we will touch base with your stakeholders to assess progress. If needed, we will work with you to adjust your action plan.

### Evaluation

We will evaluate the engagement effectiveness via self-assessment and stakeholder feedback. From there, we will develop a long-term plan and discuss follow up and support.

### LOGISTICS

- 1 hour, bi-weekly sessions
- In-person or virtual
- 6 - 24 sessions



PO Box #830  
Lake Oswego, OR 97034

503-980-0742  
[www.ironcoaching.com](http://www.ironcoaching.com)

