

COACHING

Helping Your Leaders Achieve Their Goals

While your talented leaders bring a wide range of capabilities and experience to their jobs, they are often placed in challenging situations that require them to expand their capacities. Our Board-Certified coaches help your leaders achieve their goals, remove any obstacles, and unleash their potential.

We don't believe in a one-size-fits-all approach to coaching. Each of our engagements is tailored to the needs of each individual. All of our programs, however, follow a three-step process to ensure impact and most importantly—results.



80% of the Fortune 500 companies

provide coaching services to multiple levels of their management teams. These companies report increased sales, increased profits, growth in market share and increased executive satisfaction when executive coaches are used.



COACHING EXPERIENCES

Executive Coaching

Our coaching process helps emphasize the unique potential of the individual and provides a structure and process for their development. A significant part of the coach's work is to help introduce feedback, action planning, active learning and follow-up into regular work life. It is about moving individuals into behaviors that sustain both their careers and the business.

New Leader Integration

Using our Development Assessment report we'll highlight your new hires' unique style to uncover their strengths and growth opportunities. This powerful knowledge, coupled with our time-tested Talent Integration process will guide your new leader:

- Understand the specific traits and capabilities to be successful and help them establish their new relationship with their manager
- Gain clarity about the role, organization, scope of authority and responsibilities
- Learn the unwritten rules of behavior, communication and culture within your organization



Assessment-Powered Coaching

Companies that foster a talent-focused, continuous learning environment find that developing talent pays big dividends. Using our powerful suite of assessments we help leaders pinpoint their strengths as well as uncover the areas that may be holding them back from reaching their full potential.

Each assessment is accompanied with an intensive one-on-one debrief and action planning to drive transformation and success.

- EQ
- Motivators
- Behaviors
- Thinking & Processing
- Competencies
- 360 Feedback



SUCCESSION PLANNING & COACHING

Growing Your Bench

Our suite of tools focus on the key roles that are pivotal to your business. Our process then helps you examine the critical characteristics that embody the key roles you are looking to fill, identify successors, and develop a deep pipeline of leadership talent.

With You Every Step Of The Way

In addition to understanding an individual's current leadership performance, we also evaluate your leader's innate potential. We develop:

- A customized talent profile for each of your leaders to determine if they best fit the role identified
- Recommendations for each leader reviewed with key stakeholders to plan your leader's future development track
- Partner with you to select the right blend of coaching activities to bring out each leader's unique potential





OUR CLIENTS SAY...

We'll never hire again without using these amazing assessments. We were in a rush to hire for a critical position. We went against the recommendations in the assessment, and sadly six months later, we had to let the person go for the exact reasons that were highlighted in the assessment. We won't make that mistake again!

- Healthcare Client

We've used DISC for years and we had no idea what we were missing until we used Talent Insights. The blend of behaviors and motivators gave us such tremendous insights on not just what we do, but why we do the things we do.

- Retail Client



We were founded on the success story of USS Benfold, an Aegis Class Destroyer, as chronicled in Captain Abrashoff's best selling business book, *It's Your Ship*.

We are here to help you protect your most powerful asset – your people.

