EXECUTIVE/LEADERSHIP COACHING

NAVIGATE COMPLEX CHALLENGES WITH STRATEGIC FINESSE, AND CULTIVATE A HIGH-PERFORMANCE CULTURE, DRIVING PERSONAL GROWTH AND ORGANIZATIONAL SUCCESS

Our Award-winning Coaching Program, Milestones, is designed to improve overall leadership effectiveness through a deliberate process that utilizes focused conversations to create an environment for individual growth, purposeful action, and sustained improvement.

The role of an Executive Coach role is to (1) champion opportunities and build on personal strengths (2) challenge blind spots to illuminate new possibilities, (3) act as a sounding board in exploring possibilities, (4) foster shifts in thinking that reveal fresh perspectives, and (5) provide objective assessment that foster the individual's self-awareness. We take a 5-step approach:

1 **Coordinate a Chemistry Call with an Approved Coach:** We arrange "chemistry calls" with TSI, LLC approved coaches, emphasizing the importance of participant engagement for effective coaching.

2 **Define and Articulate Learning Outcomes:** Collaboration with participants and companies to set personalized goals, ensuring a tailored and effective learning experience.

3 **Administer and Interpret a Leadership Assessment:** Participants and supervisors gain insights through a professional assessment, highlighting strengths and improvement areas.

4 **Provide Individualized Coaching:** Tailored coaching sessions are provided both virtually and in-person, scheduled in advance to meet participant needs.

5 **Review and Evaluate the Return on Investment (ROI):** Midpoint and end-of-coaching reviews focus on progress in skills, behavioral changes, and business outcomes, with supervisors playing a crucial role in reinforcement.

Length of engagement: Coaching programs range from 6-12 months. The critical first three months involve weekly one-hour sessions to build commitment, consistency, and accountability. After this, sessions shift to bi-weekly or as needed.

Who is coaching for: Ideal for both new and experienced managers, supervisors, directors, or senior leaders.

Coaching is used for: Useful for succession planning, talent development, during organizational

Key Benefits: Key outcomes include leadership growth, heightened self-awareness, better communication skills, and enhanced productivity and performance.

CASE STUDIES

1 **A newly appointed female CFO at the onset of the pandemic faced challenges in her role at a male-dominated global communications firm.** Over 18 months, through in-person and virtual coaching, she focused on improving communication, managing perceptions, coaching direct reports, and leading effectively during a crisis.

As a result, she enhanced her executive presence, confidence, and strategic leadership. She successfully led the company's first IPO, negotiated billion-dollar deals, and saved millions. The crisis environment stretched her, revealing hidden strengths and potential blind spots, and ultimately improved her approach to workplace relationships, collaboration, decision-making, and influence.

2 **A seasoned Director of Marketing at a global shoe brand struggled with self-confidence, uncertainty in strategic direction, and passive participation in meetings.** Over a 3-month engagement, conducted both virtually and in-person, the coaching aimed to enhance his influence, leadership skills, and confidence, helping him become more active and intentional in meetings.

As a result, the Director successfully garnered executive support for key projects, took greater control of initiatives, and communicated his personal brand more effectively within the organization. His increased confidence and expertise positively shifted leadership perceptions, earning him commendations from his supervisor.

3 **A seasoned Assistant General Manager (AGM) at a utility company was on a succession track to succeed his boss, the General Manager.** The coaching aimed to prepare him for this transition, using a 360-degree feedback assessment that evaluated eight management competencies and 70 leadership behaviors. Key challenges included ineffective communication, an authoritarian management style, and difficulty managing employees and relationships.

Over 12 months, with 30 hours of virtual coaching, the AGM gradually embraced the process, incorporating new behaviors, practicing patience, and applying techniques like the SOAR method. Initially resistant to feedback, he eventually learned to challenge his assumptions, validate them, and ask more questions. He also identified two accountability partners for ongoing growth. He remains on track to succeed his boss.