

Executive Coaching

When employees take on a new role, smart employers offer the training and mentorship they need to succeed. 70% of Fortune 500 companies invest in internal mentoring, recognizing its ability to improve retention and performance. But **when executives already serve at the top level of an organization, they often have nowhere to turn for guidance.**

In fact, 47% of executives receive no formal coaching or mentoring when assuming new roles. This contributes to a high failure rate in executive hires – nearly 50% of executives in new roles leave their position within 18 months. The odds are even worse for those required to adapt to new responsibilities from reorganizations, acquisitions, and lane changes.

Our Executive Coaching services offer the support and guidance executives need to *succeed and stay in new roles.* The data shows that these investments in leadership development pay dividends in the long run.

- Retention is 25% higher for employees who engage in company-sponsored mentoring
- Coaching offers a ROI of 700%

We help our clients target and develop people of influence within their organizations. As these leaders gain new skills and insight into their own position, the lessons learned are passed on to their team members. **This offers an opportunity for exponential growth,** building a culture where talent is cultivated, appreciated, and accelerated.

Services Offered

Coaching

Every successful company is comprised of great leaders. At all stages in a company's development, leaders also need expert counsel and mentoring. Our Executive Coaching programs provide a confidential space for learning and development, supporting talented new and existing executives. Offered to both individuals and teams, either as a standalone service or as a follow up to a [facilitated event](#) or to complement a [Communication IQ™](#) Workshop.



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Needs Met

While team/individual coaching both serve leadership development functions, they differ substantially in approach, meeting differing – but complementary – needs. Common goals of both kinds of service are listed below:

Coaching Services

- Assisting current leaders in developing a specific competency
- Centered on preparing for a specific event or building individual skills
- Providing additional support following a workshop



Total Performance Leadership (TPL)

While improved communication is key to improving in all of the nine TPL principles, we recommend Coaching & Mentoring for organizations targeting the following focus areas:

- Disciplined Hiring Practices
- Stakeholder Engagement
- Clarity in Everything
- Cost Leadership
- Ahead of the Curve

