Executive Coaching and Executive Advising

...Aimed at **Maximizing Leadership** Potential and Helping You to More Fully Contribute to Organizational and Professional *Success.*

While our executive coaching and advising services have significant distinctions, they are both designed to support and advance the executive's capacity to achieve short and long-term professional and organizational goals. They are both conducted through one-on-one interactions and engagements and based on mutual trust and respect.

The relationships are founded on a commitment to open and honest communication and respect for one another's ideas, perspectives, time and commitments. The parties agree to seek and develop new, innovative ways to address current and future issues and to respond appropriately to leadership, organizational, and procedural issues as they arise.

Top Performers and High Achievers Realize

Intellectual Growth

Unleashed Creativity

Innovative Thinking

Sharpened Competence

Renewed Energy

Goal Achievement

Our executive clients have experienced these benefits:

- Contribute to organizational success
- Lead and manage change
- Prepare for new challenges and assignments
- Respond to generational differences
- Receive real-time objective feedback

- Enhance strategic thinking
- Elevate business and political acumen
- Hone critical thinking
- Build creative processing
- Get expert guidance (with advisory services)
- Develop new or rarely used skills
- Confidential, trusted guidance

The DREAR Superior Model

guides our method of systematically linking executive and organizational success. It integrates five components

1. Development
2. Resources
3. Education
4. Accountability
5. Results

We engage in a deliberative process to define the purpose, competencies, and behaviors that need to be modified or maximized.

Click here to see the DREAR Model

Each component in DREAR has its unique elements, and these elements are structured within a framework and action plan to guide the agenda for the entire coaching or advising engagement.

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Your Experience

will be Shaped Based on Your Distinct Needs.

Executive ***Coaching*** *or Executive* ***Advising***

Distinctions Between a Coach and an Advisor

Both add value and achieve results, but they take different approaches and use different processes to get you there.

An Executive Coach is best if you seek...

- Dedicated time with a coach (client-centered and client-guided partnership)
- To gain a forum to source and channel your own expertise and experience with a professional coach
- Guidance to draw out your goals and insights and moderate behavior/actions to help you better execute on strategy
- Research, resources, ideas, options, and questions in response to your questions (little long route to answers)
- Solid, proven, and customized recommendations to help you discover answers for challenges and issues
- An exploratory journey that leads to results, new insights, ideas, thinking, awareness, perspectives, and behavioral changes
- Help determining what obstacles and barriers to remove and which resources to add
- The option to have a partner in formalizing and protecting the process for accountability and results

You will get where you want to go by pulling from and channeling the best within you.

The final decisions are yours.

An Executive Advisor is best if you seek...

- Dedicated time with an advisor (client-centered and advisor-guided partnership)
- To gain solid guidance, advice, and expertise from an experienced professional in the respective field
- Counsel, input and insight into thinking, planning, building, and executing various functions and strategies
- Research, explanations, solutions, and answers in response to your questions (shorter route to answers)
- Solid, proven, and customized answers in response to your challenges and issues
- A results-driven journey whereby you receive advice, counsel, and solutions for pressing or pending issues
- Help removing obstacles, eliminating barriers, and adding resources
- The option to have a partner in formalizing and delivering the results

You will get where you want to go by pulling from the best within you and enlisting the expertise of another.

The final decisions are yours.

Do You Seek a Combination of Both? Ask About Our Hybrid Program.

(Coaching and Advising Services Combined and Tailored for Your Needs).

Yes, You Can Start the Conversation Today! Click Here or Call Now.

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Accountability & Impact

Metrics are Defined with Our Clients

Customized with each client after engagement begins based on specific goals.

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How We Measure Impact - Metrics & Outcomes

We define metrics for success in the following six categories of measurement: Productivity, Efficiency, Effectiveness, Quality, Satisfaction and Timeliness

Here is a sampling of outcomes our clients have experienced and reported...

- Improved leadership effectiveness with greater abilities to influence and elicit improved staff performance; staff operated more efficiently and timely
- Higher quality strategic thinkers who better utilize critical thinking processes and tools to achieve organizational goals
- Improved communication methods where staff indicate greater levels of satisfaction with supervisors; supervisors have gained ability to apply transformational leadership
- Improved communication methods and decreased or reduced conflict within teams and/or with staff or superiors
- Improved job performance by increasing productivity, service standards or output quality
- Improved satisfaction levels of staff, team members, customers, clients, etc.
- Decreased turnover and retained high-performing employees longer
- Improved staff engagement and team performance for specific projects
- Reduced or decreased organizational risk or liability in areas of finance, HR, audits, sales, etc.
- Reduced or eliminated leadership deficiencies in focused areas of strategy, change management, process management and other discipline areas
- Improved speaking and presentation skills
- Enhanced abilities to design and evaluate organizational strategy and operational plans
- Increased sales and improved service delivery

What organizational or professional goals do you want to accomplish?

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