



Executive Coaching

Coaching for Key Leaders and Executives

Executive and key leaders often live in a bubble with people that think like them, validate their thoughts and ideas, or are uncomfortable disagreeing with them. Leaders need an external coach to help evaluate challenging situations, creatively problem solve, and provide outsider perspective when personal and business growth is a priority.

A recent study by the Stanford Business School found that nearly two-thirds of CEOs/executives don't receive executive coaching or leadership development of any kind. However, nearly 100 percent said they would *like* coaching to enhance their leadership development. Additionally, many executives value an outside perspective and a neutral third party to help them navigate challenging decisions or situations and effectively problem-solve through them.

Executive Coaching is Ideal For:

- **Succession Management:** Providing coaching for individuals in line for executive positions or transitioning to more responsibility provides them with additional support to prepare for and navigate the new role.
- **Retention:** Coaching can be a powerful and effective tool for retention when provided as a benefit to executive leaders. It helps leaders feel valued and provide development for future roles.
- **Further Development:** Many leaders want to continue to develop yet find traditional leadership training insufficient. Coaching provides more targeted development and support for leaders to grow.
- **Competitive Advantage:** Nurturing existing talent helps ensure business goals are achieved. Coaching can also be an effective recruitment tool to attract top talent to the organization, as well.
- **Support:** Many executive leaders feel isolated in their role with very few people who provide honest feedback or problem-solving. Executive coaches provide a confidential ally to help process decisions, but also provide constructive feedback to leaders.

Executive Coaching from The Center for Leadership Excellence is designed for key leaders and executives. We use robust leadership assessments to provide individual and 360 feedback to identify areas of improvement for each leader. We then build an action plan based on the data and each leader's individual goals, to track and demonstrate organizational return on investment.

For more information contact Patty Prosser, Co-Founder and Coaching Practice Leader.