



Coaching:

Executive Coaching

Do you have a manager who is not working up to his/her potential?

When executives or managers do not perform to their potential, it hurts the whole organization. Hard-hitting behavioral information about an executive allows the individual to make choices and learn skills to improve performance. Rapid change is possible once reliable information is available about behavior and performance.

IPC uses the LSI Stylus® 360° instrument to collect data on the executive. The data is subsequently presented in a private individual session that leads to a specific action plan for change, followed by coaching and feedback sessions.

Who is it for?

Managers or executives who are not living up to their potential

Case Study:

A newly promoted vice president in a Fortune 500 company was struggling and was not satisfied with his performance. He suspected that there were things he was doing that were hindering his progress. We tested him, collected data from his peers and interviewed a few people. The results were very consistent. While most agreed that he was effective, they did not like his deferential style. We found his listening skills were poor, but we also found that most people thought he was visionary with an amazing grasp of where the organization needed to go.

Together, we identified several areas for him to work on and strategies to measure his progress. He learned a good deal about himself from the assessments and within weeks was able to make changes in his behavior. Each month for six months we met face to face or by phone to discuss his efforts.

At the end of six months, we retested him to see what, if anything, had changed. On retesting, we found that most of his peers could see a real and positive change in his behavior. He still had some of the same weaknesses but much improved. The team itself was performing better as he became more assertive and communicated his vision more effectively. After a year, he could point to specific measures that showed how his influence on the organization had increased significantly, and results were strongly positive.

The process worked so well for him that he offered the coaching to his core team as well. We tested all of them and proceeded to work with them for a year as well.

What you will receive:

- One pre- and one post- LSI Stylus® assessment
- One pre- and post- feedback session
- Four monthly coaching sessions with Dr. Ray between the pre- and post- feedback sessions
- Optional interviews with peers or subordinates
- Optional assessment with the EQi

Cost:

Depending on specific need, price will vary and is quoted upon request.

Call today to learn how you can release the power of *your* people.