

EXECUTIVE COACHING

Strength-based leadership for sustainable results



▶ WHAT IS EXECUTIVE COACHING

Executive coaching is a highly efficient, high-impact process that helps leaders improve results in a sustainable way. It is an effective one-on-one interactive process between an expert coach and a leader, focused on solving challenges and increasing the success of the individual and their organization.

▶ WHO SHOULD ENROLL

- Corporations who need a team of trusted executive coaches to elevate their leaders.
- Individuals who want to take personal responsibility for becoming a more powerful contributor or leader.

Companies don't just hire coaches for leaders who are struggling...
They also hire them to accelerate growth and leadership impact.

▶ WHAT DO LEADERS GAIN FROM AN EXECUTIVE COACH

An executive coach is a trusted confidant who is objective and can help leaders navigate the complexity of today's organizations and fast moving volatile markets. A coach can also help leaders be more resilient and deal with challenges. Common challenges include:

- Conflict Management
- Leading Through Change
- Communication
- Developing Talent
- Influencing Others



▶ HOW THE PROGRAM WORKS

During enrollment, clients are asked a series of questions to determine the desired outcomes to ascertain which coach would be a best fit for them. A coach is assigned and an introductory alignment meeting will take place.* For corporate clients this initial meeting typically involves their company sponsor to ensure stakeholder alignment around the goals and expectations of the coaching program. This maximizes ROI and provides maximum support for the client. Regular coaching sessions are scheduled* with periodic reviews to ensure success. We put an effective process in place to review progress periodically to ensure success.

**Varies by client needs*

▶ BENEFITS OF EXECUTIVE COACHING

Recently it was reported that 80% of Fortune 500 companies provide coaching services to multiple levels of their management teams. These companies reported increases in sales, profits and market share plus increased executive satisfaction when executive coaches are used. In addition, research by the Manchester Group, Inc. in January 2001 found that executive coaching yields an ROI of almost six times the investment. Coaching produced a 529% ROI and significant intangible benefits to the business, including financial benefits from employee retention, which boosted the ROI to 788%. (Source – Executive Briefing: Case Study on the ROI of Executive Coaching, Prepared by: Merrill)

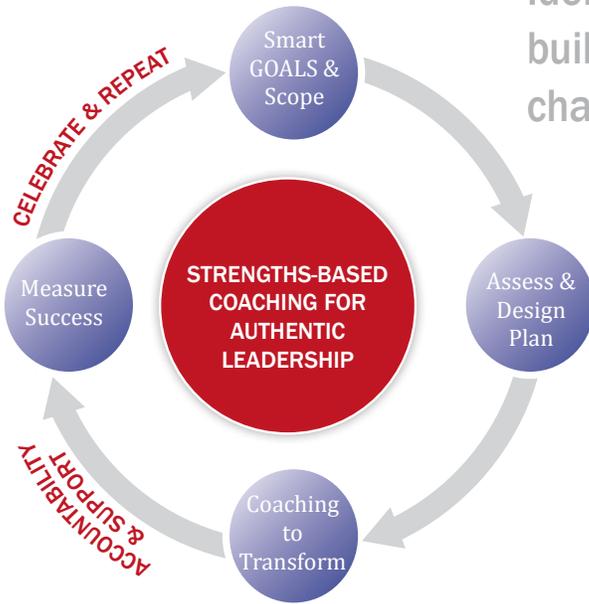
Executive coaching yields an ROI
almost six times the investment.

www.ChurchillLeadershipGroup.com
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OUR METHODOLOGY FOR DELIVERING SUCCESS



Identify your unique strengths and build leadership capability to solve challenges and drive sustainable results



CHURCHILL uses a framework that gets results and is specific to the "Greatest Value" of each client. Our approach allows each leader to understand and invest their authentic best, and therefore the value we provide is sustainable long term.

Studies show that executive coaching returns anywhere from \$4 to \$8 per dollar invested. As a result, executive coaching has become a standard leadership development tool for executives, managers and up-and-coming talent in large and small organizations. An increasing number of Global 2000 companies are now hiring executive coaches. — ICF Global Coaching Client Study, 2009

WHY WE FOCUS ON STRENGTHS

DEVELOP PEOPLE

6x People who use their strengths every day are six times more likely to be engaged on the job.

People are at their best when they are able to use their talents and abilities — the traits and behaviors at which they naturally excel.

Empowering your people to discover and develop their strengths will position them to do what they do best every day.

MAXIMIZE POTENTIAL

12.5 Teams who focus on strengths every day have 12.5% greater productivity.

Understanding your own unique strengths is crucial to effectively managing your team.

Leading with your strengths will help your team and organization grow.

ACHIEVE SUCCESS

8.9 Teams who receive strengths feedback have 8.9% greater profitability.

Using strengths to help lead your people makes your team more productive and more engaged.

Embedding strengths throughout your organization will improve the way you do business.

Gallup Ongoing Workplace Research 2012

OUR CURRENT CLIENTS

CHURCHILL works across industries, which allows our experts to bring you a broader perspective to leadership challenges. Companies who have used our experts and services include:



MEET SOME OF OUR EXECUTIVE COACHES

All **CHURCHILL LEADERSHIP GROUP** coaches are highly trained and certified, and have corporate executive experience. Here is a sample of our 30+ global coaches:



JAYNE, CEO CHURCHILL LEADERSHIP GROUP



Jayne Jenkins is a Fortune 500 leadership business veteran and certified Executive Leadership and Strengths Coach. Throughout her career Jayne has worked for some of the world's largest companies including Exxon, AstraZeneca and Sanofi-Aventis. Over 23 years Jayne refined her team development and leadership capabilities and built finely tuned teams responsible for delivering revenue of over \$600M/year. In sales leadership, marketing, operations and organization development roles, Jayne's effective leadership and ability to inspire leadership growth in others fueled her purpose to found the CHURCHILL Leadership Group. CHURCHILL develops leaders and teams across the globe, focusing on strengths for sustainable results. Jayne serves as President for the "Healthcare Business Woman's Association," an international organization and premier catalyst for building stronger women leaders. Jayne's clients include eBay, Paypal, PWC, Wood Group, Nestle Health, Nickelodeon, Roche and Wellcare.

JILL, EXECUTIVE LEADERSHIP ADVISOR

Jill is an experienced executive with a proven and consistent record of success in emerging technology businesses. Throughout her 25-year career she has been successful in key leadership positions by motivating and developing teams that stress quality, integrity and respect for associates and business partners. Jill's broad experience includes executive leadership, operations management, channel management, and direct sales management at fast paced, high growth oriented organizations including CompuServe, Sterling Software, Soft Brands, and several west coast venture start-up organizations. She has held both domestic and international executive leadership roles enjoying the challenges associated with cross cultural teams and business practices.



CHUCK, EXECUTIVE LEADERSHIP COACH



Chuck's passion for leadership coaching is grounded in his commitment to client growth supported by feedback, insight, frameworks and the adoption of new practices. He has more than 21 years of U.S. and global commercial experience in the pharmaceutical and life sciences industries. Chuck has held senior roles in brand management, marketing and sales operations, healthcare provider marketing and pricing and market access. He has particularly deep expertise working on complex market development programs leveraging his knowledge and understanding of continually changing regulatory and managed markets dynamics. In addition, his extensive knowledge of mental health patients, healthcare providers and advocates — and the challenges they face — allows him to help companies consider and create programs customized to these unique needs.

JEAN, EXECUTIVE LEADERSHIP COACH

As a proven leader in performance, project and change management, Jean has spent over 15 years successfully helping leaders navigate change and re-energizing organizations through end-to-end strategic consultation and process improvement. Through Jean's fervor and intuitive approach, she has transformed groups of individuals into highly functional teams. Jean is extremely adept at assessing the performance drivers of organizations, and identifying strengths, opportunities, and winning strategies for performance improvement leveraging innovative thinking. Jean's corporate background is in retail.



CHURCHILL'S EXECUTIVE COACHING PROGRAM



The primary purpose of executive coaching is for professional growth and business success. The biggest advantage to maximizing your strengths is that you will become a more authentic leader and will gain a greater professional impact. The benefits you will receive from participating in CHURCHILL's personalized coaching program include:

- Laser focus on your goals and their achievement
- Immediate insight into your strengths with action to give you quick wins at work
- Clear language to describe your greatest value
- Coaching that provides you deeper insight into why you behave as you do, to transform your leadership impact
- Concrete action plan to increase your effectiveness and best practices from global leaders
- Greater leadership skills to accelerate your professional growth and success

YOUR PERSONALIZED PROGRAM PLAN

CHURCHILL's global coaches use live, video and phone coaching to meet your needs.

	STEPS FOR A 12 MONTH ENGAGEMENT	BENEFITS TO YOU AND YOUR COMPANY
1	Alignment 60 minutes to align expectations and SMART goals	Clarity for success.
2	Understanding Strengths Review the business case for strengths and your strengths assessment	You understand your greatest value and are inspired to succeed in an authentic and confident way.
3	Strengths Coaching 2 hours	Apply strengths for accelerated growth and performance. Greater insight of your strengths and roadblocks. Develop a plan of action for a positive change.
4	Coaching for Growth and Results 60 minutes (x6)	Options are assessed and a plan is implemented to achieve goals. Behavioral, perceptual and leadership capability coaching is used along with experiential learning and tools to maximize impact. Further assessment as needed.
5	Midpoint Progress Review	Review results with flexibility to adjust for success.
6	Coaching for Growth and Results 60 minutes (x10)	Continue working toward success using same methods and tools outlined above.
7	Final Debrief	Recognition of results and personal growth. Progress shared with sponsor. Celebrate!

DISCOVER YOUR UNIQUE STRENGTHS
and become a stronger and more authentic leader.

Contact us today!
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