



COACHING SOLUTIONS

An organization's success is rooted in exemplary leadership at every level. Our coaching offerings are designed to accelerate growth and development through individualized, high-impact tools and learning activities alongside a progressive coaching partner. This approach can be scaled organizationally and help leaders across the business fully step into their leadership roles, increasing the capacity to support viable business growth.

THE ENERGIZE LEADERSHIP APPROACH

"WHOLE-ISTIC" PERSPECTIVE	LEADERSHIP FOCUS	STRENGTHS-BASED	ORGANIZATIONAL EFFECTIVENESS EXPERTISE
We tackle what's critical to succeed and thrive both at work and at home.	We're focused on building strong leaders at every level and apply leadership development tools, concepts, and activities for high-performance professionals.	We take a strengths-based approach to personal growth and development, helping clients fully leverage their natural strengths to reach their full potential.	Our coaches are experienced consultants with backgrounds in organization effectiveness, which means we've worked within and alongside organizations on the same challenges our clients are facing.

SCALABLE COACHING OPTIONS

Coaching is a more widely-utilized development solution as it's become well-regarded for its high level of effectiveness. Not only does 1-1 coaching result in increased skills, goal accomplishment, productivity, and improvements in other important business metrics, it also serves as a much-appreciated benefit or "perk" because of its reputation as usually being reserved for the "few." We offer coaching solutions that suit your specific business goals, whether you're looking to support just one individual or the entire organization.

INDIVIDUAL COACHING

Specified duration (3-12 months), monthly billing, easy and unlimited access to coach

- CEO Coaching
- Executive Coaching
- Leadership Coaching
- Professional Coaching

ALL ACCESS COACHING

Pre-determined access, availability, rules, and budget

- Coaching as a benefit (annual coaching session allowance for all employees, or specified group)
- Coach "office hours" accessibility on specified (committed) days
- Monthly pre-pay plan (minimum number of sessions available to specified employees)

LEADERSHIP DEVELOPMENT

Coaching takes leadership development to a deeper, more sustainable level. Multiply the return on your investment in leadership development efforts by increasing the likelihood of sustainable behavior change and improving performance through coaching reinforcement (can be offered for individuals or groups)

ACTION COACHING/TARGETED SUPPORT

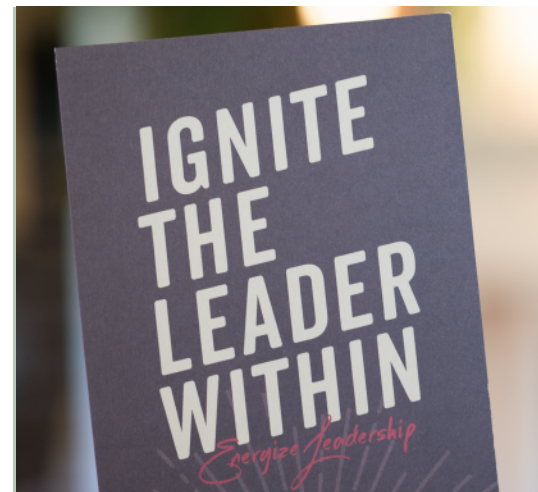
Pre-determined access, availability, rules, and budget

- Brief coaching for a specific challenge
- Devoted coach availability for quick problem solving (i.e. people management challenge, preparation for a specific situation, second pair of eyes on communication, objective review on a plan or action)

LEADERSHIP TRANSITION COACHING

Practical tools, smart strategies, and proven systems to make a significant impact in 90 days and succeed well beyond the first year in role

- Three-month transition program plus 6 months coaching support
- Specifically for new leaders, leaders transitioning to a new leadership role, or newly hired leaders



TEAM EFFECTIVENESS COACHING

High-performance coaching for high-performance teams (6-12 months)

- Strengths-based approach to effective team dynamics
- Assessment, observation, and engagement with team for improved interactions
- Focus on Energize Leadership's Five Core elements of an Extraordinary Team: Purpose, Trust, Resources, Approach, and Results
- Proven methods, tools, approaches and activities for team alignment and improved results

FAMILY BUSINESS COACHING

Family businesses come with unique challenges. Coaching provides the sounding board and facilitative partner that can make all the difference in keeping family ties strong while supporting non-familial team members and ensuring the viability of the business.

All businesses are unique and we tailor our coaching options to accomplish your specific goals, challenges and budget.



OUR COACHES

Our coaches are highly educated in the behavioral sciences, are experienced in the field of organization effectiveness, and have developed business acumen through their work with organizations. We also ensure our coaches continually pursue their own coaching and development so they are always growing and gathering new insights.

Our coaches are able to help with issues specific to the workplace, growing a business, managing people, and navigating a professional career. We work with leaders who are brand-new to coaching as well as seasoned, well-developed leaders with years of experience. We believe everyone can benefit from a trusted coach and we work hard to ensure leaders are paired with a coach who's experiences are suited to their goals and is well-matched in chemistry.

COACHING BENEFITS

While the positive impacts from coaching are too many to list and can be easily found with a basic internet search, research has consistently found that leaders who receive coaching improve their reputations, increase their effectiveness in specific areas, and are more happy in their work. Organizations who offer coaching undeniably see better financial results and executives who receive coaching show an ROI of 6x on the coaching investment.

Our own coaching clients report high levels of satisfaction with their results (95% achieved their goals), their coaching experience, and have gained helpful insights and tools that supported them effectively in their work.

Our clients commonly report:

- More peace of mind
- Clarity and focus
- Increased confidence
- More effective boundary setting
- Ability to manage the intersection of work and home life
- Ability to manage difficult people dynamics at work, including leadership and management effectiveness
- Promotions, salary increases, effectiveness at achieving work-related goals

