



EXECUTIVE COACHING FOR UPPER MANAGEMENT

Navigate complexity.
Expand your leadership capacity.
Get results.

Coaching is a targeted, personalized intervention that supports professional development and maximizes the leader's capacity to generate organizational results. Through coaching, leaders develop the awareness, habits, and behaviors required to thrive in increasing complexity. Coaching is valuable both for stand-alone development and to accelerate the impact of other interventions.

While coaching outcomes are customized to the specific leader's needs, common focus areas for upper management leaders include:

- > Systems thinking
- > Strategic thinking
- > Developing leaders
- > Planning and execution
- > Creating a culture of accountability
- > Trust
- > Elevating regional performance
- > Teaming and integrating with other functions
- > Competing for resources
- > Internal entrepreneurship
- > Balancing longer priorities with shorter term necessities
- > Innovative initiatives
- > Leadership presence
- > Relationship management

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