



# EXECUTIVE COACHING

*Leaders become effective with discipline and focus, not by accident*

Stewart Leadership’s executive coaching services help leaders acquire and strengthen the skills needed to guide their organization to success.

## OUR PROGRAMS

Coaching sessions are designed to capitalize on personal strengths, identify individual weaknesses, provide career guidance, and develop a strong executive presence through tailored insights and training. Leaders are paired with an experienced coach who will assess, support, and challenge based on the leader’s unique needs.



### LEADERSHIP DEVELOPMENT

Develop leaders for today’s challenges while preparing them for future leadership roles



### EXECUTIVE PRESENCE

Improve leader’s communication skills, decision making effectiveness, and the ability to manage emotions



### TRANSITION & ONBOARDING

Support leader’s success in preparing for and starting a new role and assimilating with their team



### PERFORMANCE

Help leaders overcome or manage areas of concern in their current role performance



### CAREER

Support career management and professional development goals

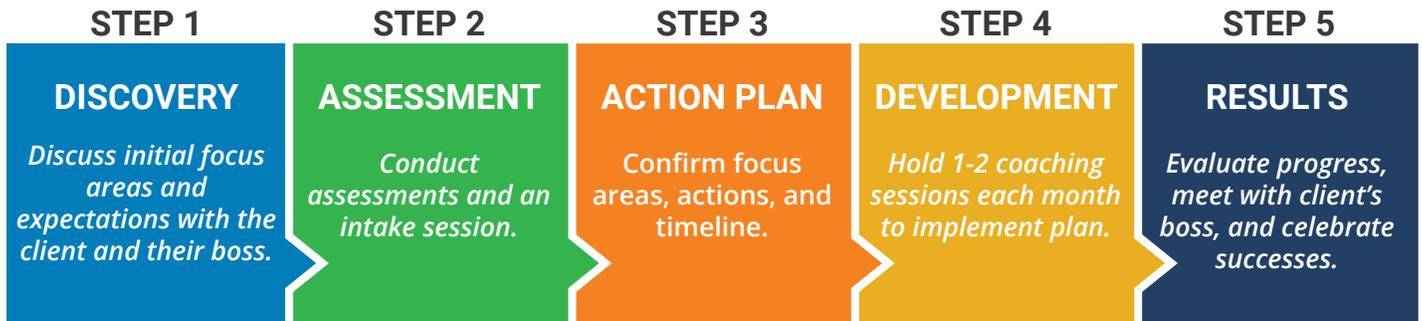


### CEO COACHING

Be a sounding board and advisor for CEOs as they develop their senior team, work with the board, and the manage growth initiatives.

## OUR 5-PHASE APPROACH

Tailored coaching programs are typically delivered over a 3-12 month period and can accompany larger development initiatives such as executive team development or cultural alignment. Regardless of the specific circumstances, all of Stewart Leadership’s coaching engagements follow these five key steps:



As your coaching partner, we will design a program and process that meets your individual, team, and organizational goals and budget. To learn how Stewart Leadership’s executive coaching services can benefit you and your organization, contact us today.

### ALIGNED AND RESULTS-ORIENTED



- PARTICIPANTS**  
*Executive Coaching involves at least three people—the Leader being coached, the Stewart Leadership Executive Coach, and the Leader’s Boss.*
- ACTION PLAN**  
*Together, an initial action plan is created that will confirm focus areas, actions, and timelines.*
- SESSIONS**  
*Each coaching engagement involves one or two sessions per month to implement the Action Plan.*
- INVOLVEMENT**  
*The leader’s boss is included to provide organizational context and a performance check for the Leader so that improvement is recognized.*