



OVERVIEW

Executive Coaching Overview



CONTEMPORARY
LEADERSHIP
ADVISORS

Executive Coaching

Executive Coaching is a multi-month development process, with a defined scope, timeline and goals, designed to accelerate the transition and/or enhance the performance of senior leaders.

While incorporating stakeholders for feedback and support, the process is centered around a one-to-one relationship between the leader and a professional coach who engage in a series of conversations, assignments and practice that stimulate the leader to greater awareness, deeper and broader thought, and more skilled action and decision-making.

Average executive coaching ROI is 700% and results from three impactful benefits:

- 1 Leadership Effectiveness**
Demonstrable behavioral changes that address individual's key leadership challenges
- 2 Team Performance**
Leaders' increased effectiveness cascades to their employees, peers, and even supervisors
- 3 Organizational Alignment & Transformation**
Alignment of leaders' behaviors to organizational goals gets everyone pulling in 'right' direction. Culture transformed through "bright light" behaviors

¹PriceWaterhouseCoopers and Association Resource Centre, 2012

Why Coaching Works



By leveraging experiential learning while ensuring the necessary conditions of challenge, support, and feedback, executive coaching creates a robust framework for leadership development. This approach not only aids in skill enhancement but also fosters a deeper understanding of one's leadership style, encourages adaptive learning, and promotes continuous personal and professional growth.

Coaching Works Best When It's Systematic

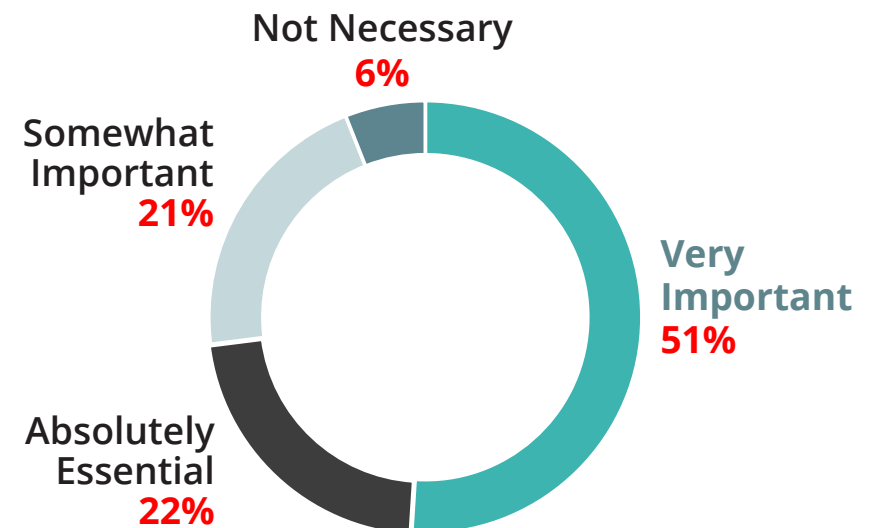


A systematic approach to executive coaching ensures quality, fairness, scalability, and alignment with organizational goals, contributing significantly to the overall effectiveness and success of leaders and the organization

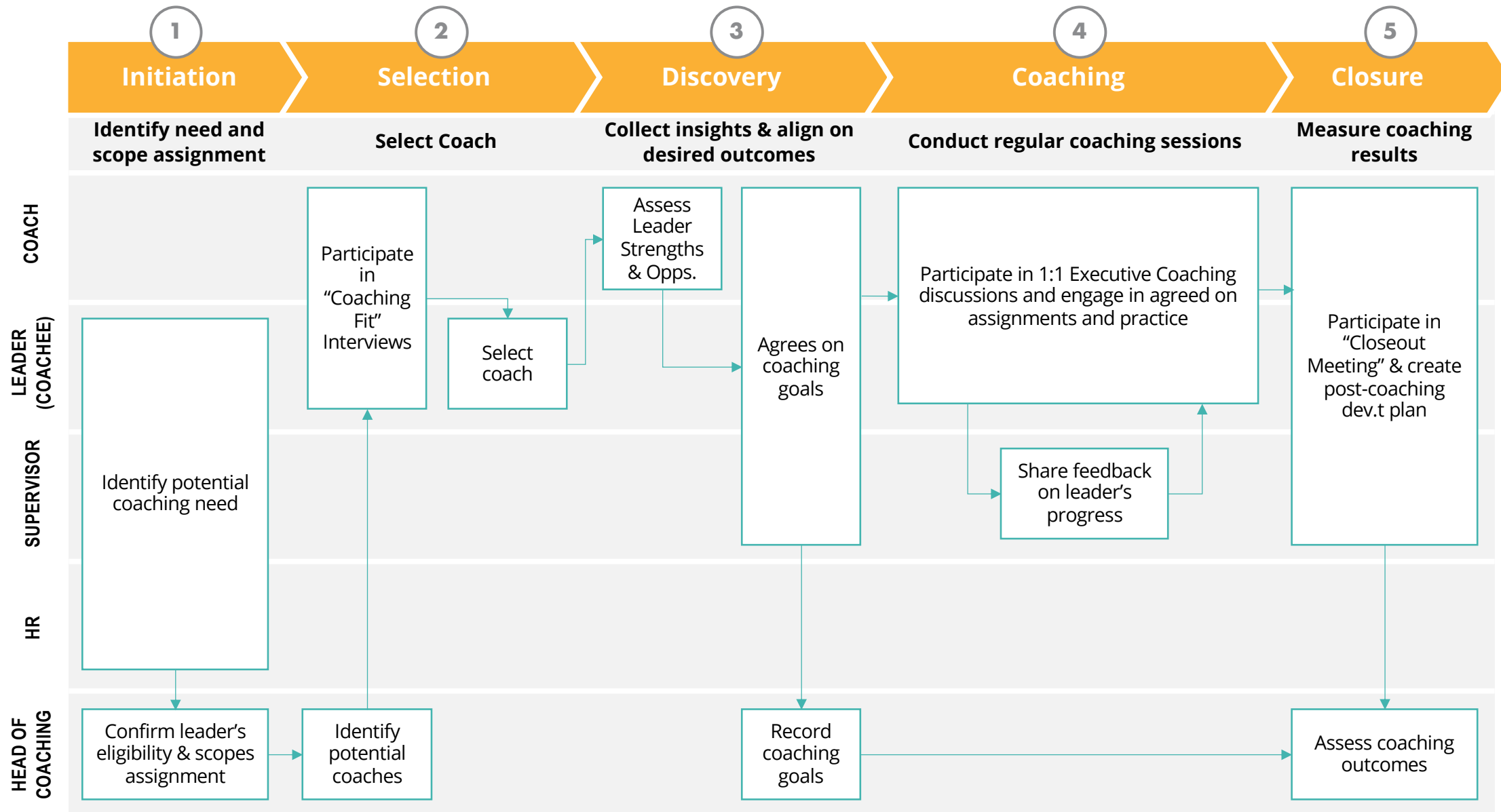
Systematic Coaching Components

- Alignment to culture and leadership behaviors
- Committed leader
- Consistent coaching expertise
- Engaged supervisor
- Data-based diagnostic
- Clearly defined goals
- Standard process and tools
- Measurable outcomes
- Formal closure
- One-stop visibility to coaching engagements

Having a Recognized, Standardized Process for Coaching is...2



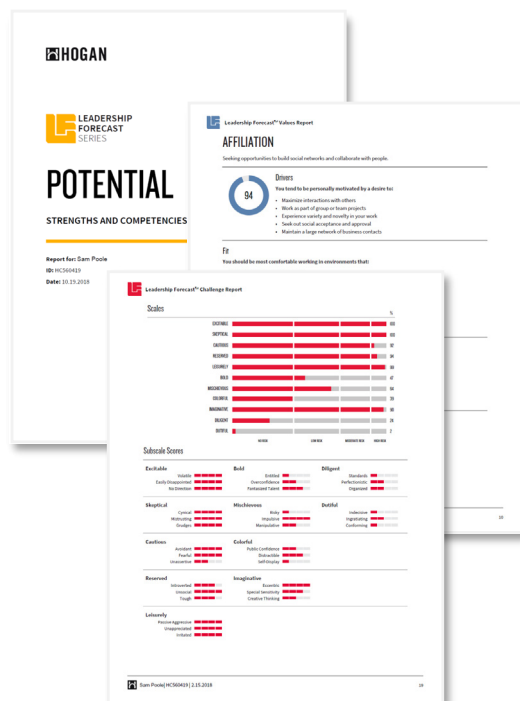
Structured Coaching Process for Organizations



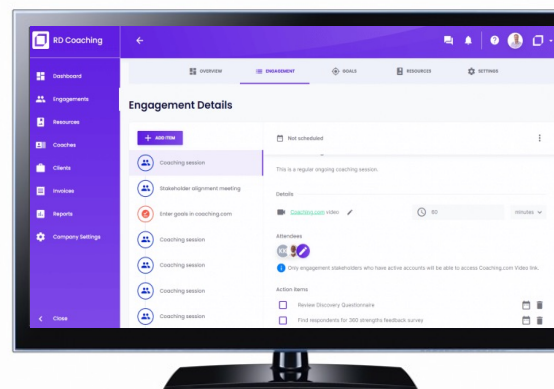
Coaching Tools

We use a standard set of proven coaching tools enhances the quality, efficiency, effectiveness, and alignment of executive coaching across an organization, leading to more impactful and measurable development outcomes.

Coaching Diagnostics



Industry-Leading Coaching Platform



Coaching Agreement

The image shows a document titled 'Executive Coaching Agreement'. The document is divided into several sections: 'Goals', 'Roles & Responsibilities', and 'Confidentiality'. The 'Goals' section includes a table with columns for 'Goal', 'Target outcome change', and 'Measure (How will we know if progress is being made?)'. The 'Roles & Responsibilities' section includes a table with columns for 'Role' and 'Responsibilities'. The 'Confidentiality' section includes a paragraph of text. The document is signed by 'Edward Shin' (Coach) and 'Dan Fisher' (Client) on 'October 2023'.

What Makes CLA Different



Evidence-Based Insights

All of our coaching engagements begin with a diagnostic deep-dive to uncover and explore leaders strengths and development opportunities in the context of their role and what they need to accomplish.



Organizational Focus

We uniquely balance individual development with business needs, ensuring personal growth aligns with and actively contributes to organizational objectives and success.



Holistic Approach

While some firms apply a one-size fits all coaching approach, we draw on a variety of psychological frameworks, including cognitive behavioral coaching, solutions focused coaching, positive psychology and mindfulness to challenge and support leaders depending on their specific needs.



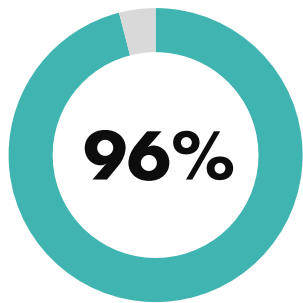
Global Capability

Our extensive and diverse network of expert coaches spans the globe. Each is coach handpicked based on a track record and passion for assisting clients and achieving business results, extensive business and organizational experience, top-flight education and coach training, and the highest level of ethics and integrity.

Tiers of Service

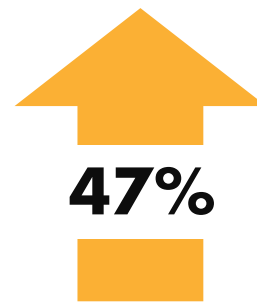
	Tier 1	Tier 2	Tier 3	Transition Coaching
Target Level (Recommended)	Managers	Directors and VPs	VPs in Mission Critical Roles and C-Suite Executives	VPs and C-Suite Executives
Duration / Sessions	6 months / 6 sessions	6 months / 8 sessions	6-9 Months / 12-15 Sessions	3 months / 12-15 Sessions
Initial Leader Assessments	•Initial Hogan Suite •360 Feedback Assessment (optional) •Initial Assessment debrief (1 -2 hrs)	•Initial Hogan Suite •360 Feedback Assessment •Stakeholder interviews (3 – 5) •Leadership Development Profile Lite •Initial Assessment debrief (2 hrs)	•Initial Hogan Suite •360 Feedback Assessment •Stakeholder interviews (3 – 5) •Observation (Optional) •Leadership Development Profile Lite •Initial Assessment debrief (2 hrs)	•Initial Hogan Suite •360 Feedback Assessment (if internal) •Stakeholder feedback interviews (3-5) to understand role expectations •Executive Success Profile detailing role expectations and key milestones •Initial Assessment debrief (1-2 hrs)
Coaching Cadence	1 coaching session per month	1 - 2 coaching session per month	2 coaching sessions per month	4 coaching sessions per month starting prior to start date
New Leader Assimilation Team Session	N/A	N/A	N/A	Yes
Mid-Point Mgr. Alignment Mtg.	Yes	Yes	Yes	Yes
Evaluation	•Leader Feedback Form •Pulse Surveys •Manager/ HRBP/ Stakeholder Assessment	•Leader Feedback Form •Pulse Surveys •Manager/ HRBP/ Stakeholder Assessment	•Leader Feedback Form •Pulse Surveys •Manager/ HRBP/ Stakeholder Assessment	•Leader Feedback Form •Pulse Surveys •Manager/ HRBP/ Stakeholder Assessment

Sample Outcomes



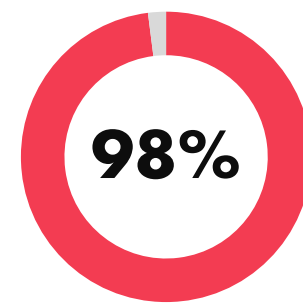
Development Goals

Supervisors who report participants accelerated achievement of development goals



Leader Behaviors

Increase in the utilization of leadership behaviors as indicted by direct reports



Participants Experience

Participants who say the program expanded their impact as a leader

CLA Clients

We work with leading companies and private equity firms

	INVESTCORP		verizon [✓]
		LITTLEJOHN & CO.	Goldman Sachs
Morgan Stanley	HELLMAN & FRIEDMAN		 NOVARTIS
 Prudential	Apax	ESTÉE LAUDER	
	Ortho Clinical Diagnostics	REGENERON	 SHERWIN WILLIAMS.
	 PEPSICO	Google	 MASSACHUSETTS GENERAL HOSPITAL

**For more information,
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