



Leadership CURRICULUM

Essential Leadership Coaching

Twelve months of one-on-one coaching for executives

The experience of having an executive coach provides unsurpassed clarity and development that lasts throughout one's career and life. More and more leaders are taking advantage of this extraordinary opportunity to have a partner dedicated to their greatness.

The Dede Henley Group's Approach to Executive Coaching

Essential Leadership Coaching provides a highly tailored year of coaching that allows leaders to refocus on what is most relevant and important in leadership and life. A skilled executive coach works one-on-one with each client for five face-to-face days over a twelve-month period and on the telephone every two weeks between sessions. Confidential input is gathered via a 360-degree assessment to help focus and personalize sessions. Leaders gain skill and mastery in interpersonal relationships, team leadership, culture change and strategy implementation. It's a potent year of development.

What Others Are Saying

"Coaching helped me to clearly articulate my vision as a new leader and to determine the best way to engage others in that vision. At a time when I might have been "heads down", my coach helped me to think "heads up" and see the bigger impact I could make."

– Ed Thomas, Managing Partner – Tax, Deloitte & Touche

Results You Can Expect

Executive coaching has received more than a 90 percent satisfaction rate from company executives. Senior staff members who've received coaching tend to be promoted more often than those who don't participate in one-on-one coaching conversations. Specific results include improvement in the following important areas: More supportive of peers; listening skills; accountability and follow up; responsiveness with team; more frequent driving of change and increased trust with direct reports.

Fortune magazine recently reported the results of a poll of executives and upper level managers who had six to twelve months of coaching with a Masters or Doctoral level executive coach.

The executives were asked to give a "conservative estimate of the monetary payoff from the coaching you received". The survey demonstrated that the recipients valued the executive coaching at six times the cost that their company paid for the service. In other words, a nine month, \$18,000 executive coaching program investment for a VP, was given a rating of being worth six times that - \$108,000. Not a bad ROI at all.

For more information on this offering, please call Kathy Anderson at 206-686-4400. ex. 12 or via e-mail at kathy@dedehenley.com. Visit our web site at www.dedehenley.com

We look forward to hearing from you.



the **DEDE HENLEY GROUP**
the inspiration to lead