

# Executive Coaching Services

*To Achieve Your Potential*

## Do You Need Help Solving Problems ...

- Impacted by your own style?
- By that of your leadership team?
- Due to challenging styles of others?
- Due to leadership capability gaps within your business?

We equip leaders and leadership teams with the clarity, focus and approach they will use to meet their business objectives and challenges.

## Why Coaching?

Coaching is highly **effective and efficient** in that it develops personal capabilities in leaders which they can apply independently in different situations.

Coaching is delivered in **a way that matches the leader's preferences** and work commitments: in-person or virtual; longer meetings or quick reviews; and structured or fluid.

Coaching can be provided **one-on-one or with teams**.



## Benefits of Coaching

Achieve your goals and business impact by improving your decision making skills, effectiveness at influencing others, interpersonal capabilities and leadership skills.

The International Coach Federation (ICF) , found that over 70% of leaders who were coached showed at least one of the following outcomes:

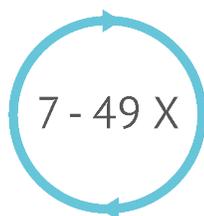
- Improved work performance
- Improved self-confidence
- Improved relationships
- Improved communications skills

A global survey of coaching clients by PWC and the Association Resource Center concluded that the mean ROI for companies investing in coaching was 7 times the initial investment, with over a quarter reporting an ROI of 10 to 49 times.

Personal Performance Improvement



Return On Investment



Improved Business Performance



Would Repeat Coaching



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## Types of coaching we offer

### One-on-one coaching

A few examples how we help leaders:

- Individual Leadership
- Succession Planning
- Managing High Potential Employees
- Effective Individual Development Plans
- Successful On-Boarding
- Creating High Performing Teams

### Leadership Teams

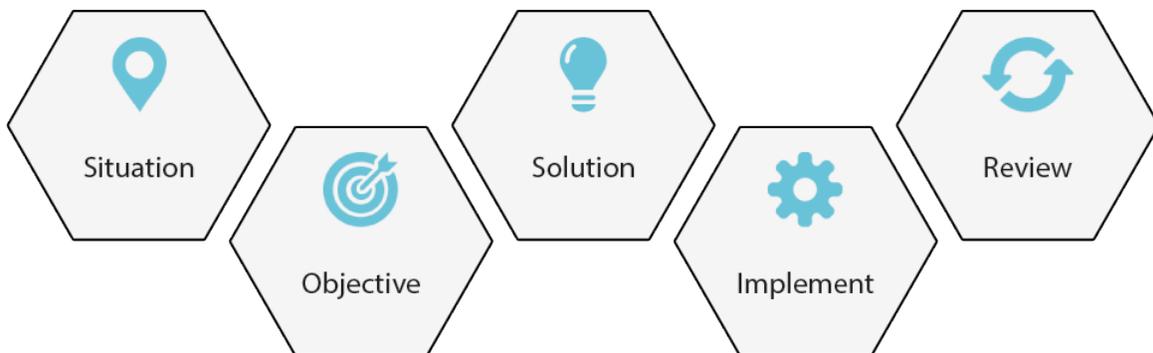
We work with CEOs and their leadership teams to define the objectives of the team, determine skills and styles needed on the team and to assess potential members. Once the team is established, they will have a common purpose and a way of working together that enables you to focus on leading the business.

- The team needs to re-establish it's purpose
- Ensure alignment and collaboration in the team
- Leading organization change
- Developing team members / succession
- Developing effective leadership skills
- Resolving team conflict

## Format of coaching program / duration

Our framework begins with an understanding your specific goals before assessing where you currently are. We work together on approaches to help you close the gap and finally we assess what you have achieved and learned to make it sustainable.

We follow our 5-step coaching methodology which we have developed to ensure that our clients focus on what matters most and see clear results following their work with us.



This typically takes place over of a number of months in bi-weekly meetings. We build a program specific to your needs which determines the coaching methodology applied from personal assessments, to 360-degree reviews, feedback and the use of practical and self-sustaining methods that achieve measurable results in a defined period.

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## The Value of Working With Us

As an external coach we are independent and can support challenging organization situations objectively and without reporting line and career development limitations.

We have been in senior leadership roles ourselves and know what it takes to successfully lead a business; drive needed change; keep clients and employees engaged; and work closely with board members.

Our business experience is combined with International Coach Federation (ICF) training and certification ensuring that you receive professional support overseen by a body ensuring ethical and continuous learning standards.

## What our clients say

“The growth and change in our business over several years required significant coaching and development of our senior leaders. Gavin has contributed enormously in this process, both through his personal coaching skills and through initiating and guiding tailored personal development programs for our senior leaders.”

“Gavin provided me with a very deliberate process that helped me define my goals, understand my strengths and define a game plan that has empowered me with both confidence and clear next steps.”

“He is approachable and listens intently to my real needs, all the while adapting his style and methods to help me to achieve my goals. Gavin’s manner and consistent positive perspective motivates me to apply my strengths and move forward.”

## Talent Driven Value

### Services Offered

- Career Transition Support
- Talent Assessment Tools and Training
- Executive Coaching
- HR Strategy Development
- HR Solution Consulting
- Internal Communications for M&A and Change Events



### Gavin Pommernelle

Gavin has over 20 years of global experience in executive leadership roles, managing Human Resource functions and creating an environment for talented people to flourish. Talent Driven Value was established in 2011.

- Accredited in psychometrics from the British Psychological Society since 1998
- ICF Coach accredited

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