



KLR Consulting

Inspiring Success in Your Leaders and Teams

LEADERSHIP AND EXECUTIVE COACHING

Coaching can be the catalyst for finally realizing personal and professional goals. Many times, a single executive or an entire leadership team can benefit from addressing specific challenges and realizing their untapped capabilities. KLR Consulting's executive coaching services will help improve overall effectiveness, by focusing on best practices in communication, goal clarification and team collaboration.

Coaches provide focused assistance, accountability, training and skills targeted at reaching an individual or group's maximum potential. Coaching can be conducted on a 1-to-1 basis or with an entire executive team and the relationship between a coach and client is as peers. The coaching relationship is about the client's agenda. A coach should listen, reflect, and question, provide perspectives and insights.

All discussions are confidential and "owned" by our clients no matter who pays for the service. Clients enter into coaching with the understanding that they are responsible for their own plan. When you start an executive coaching program, be ready to explore core issues, strategies and new possibilities with judgment or bias.

When deciding whether you need an executive coach, **consider these facts:**

- 75% of newly hired executives report dissatisfaction with the on-boarding and assimilation process provided by their new employer (KLR Consulting Survey)
- As many as 54% of senior executives report not performing at their best until 3 years after assuming a new leadership role (Korn Ferry International)
- 40-60% of executive new hires fail within the first 18 months of placement (FORTUNE Magazine)
- The cost of losing a senior executive within the first year can cost a company as much as \$750,000 (Developmental Dimensions International)

"Kristi is amazing energy... she creates a inviting environment of inquiry allowing the evaluation process to be fluid and enjoyable. My DISC report and Kristi's interpretation were spot on! She helped me reveal personal strategies for growth, hidden strengths, and provided me with a vehicle to create stronger collaborative relationships. My experience with KLR Consulting and the DISC process will be far reaching in growing my business and it will continue to provide me with growth opportunities well into the future."

**- Janet B MacAulay, Principal
Chrysalis Consulting Services, LLC**



KLR Coaching Programs

Onboarding Program: This program helps you during the first 100 days of your new position and provides an opportunity for you to begin exploring untapped potential. You complete the program with laser-like focus, clarity and focused goals. The on-boarding program can include:

- Customized corporate culture assimilation program
- First 100 day strategy development
- Core team development session
- Customized confidential coaching session

Career Review: Through coaching and career assessment tools, KLR will help you identify: What motivates you? What are your values? How do you like to communicate and be communicated with? We will review your work history and identify how your expertise has led to your success as well as limited your professional growth. We will then begin to work toward your ideal professional life, whether that is being more effective authentic and prosperous in your current career, or inspiring and helping you create a path to starting your own business.

Personal Strategic Plan: Strategic Plan coaching offers you a more in-depth program to fully explore and create an integrated system of personal and professional goals. Additionally, KLR will develop a clear action plan to implement the goals and create the results you most desire. This program can include:

- Six months of ongoing support
- A personal strategic plan using best practices to establish your mission and vision and goals and an action plan for each with targeted implementation
- Customized confidential coaching sessions

Leadership Transition Management Program: One of the most critical times in an organization is during a leadership transition. KLR has expertise in coaching the leader and key players through that change. We specialize in focused communication, goal clarification and team collaboration, expediting the efficiency and effectiveness of the transition. With this service, we guarantee a smoother process for the individuals and the organization saving time and money.

Remember, success without a plan is just an accident. Contact us to see how KLR Consulting can help you turn your personal and professional dreams into reality. Give us an hour a week and we will show you how to reach any goal.

"KLR Consulting has been an invaluable asset to our business unit. Their coaching services have proven incredibly fruitful to our group and the process improvements developed during our off-site have benefited both employees and customers. The customized seminars they created have proven popular and informative and KLR will certainly be asked to return. We would highly recommend KLR to any organization looking for guidance in the areas of strategic planning, executive training, or simple motivation of a stressed out workforce."

**- Chris Symank, Business Unit Manager
Smith Barney**