

Executive Leadership Coaching

Framework, Process, and Fees

Program: Executive Leadership Coaching – An six-month engagement
A confidential, one-on-one relationship designed to assist an executive leader in gaining greater clarity, focus, self-awareness, EQ impact, and critical leadership, communication and coaching distinctions, with the goal of having the leader perform at his or her *next level* of personal, professional, and leadership mastery. Process may include early three-way meetings with appropriate stakeholders and/or obtaining stakeholder input via The Leadership Circle Profile 360 (LCP 360), a robust, research-based tool designed to advance the leadership effectiveness of C-suite and senior-level leaders and corresponding business results. Includes a 90-minute debrief and bi-weekly sessions over the course of six months.

Process:

- Initial stakeholder conversation(s).
- Initial session with the potential coaching client to determine fit.
- Assuming a decision to begin, a Statement of Work is sent for approval.
- Coach and client begin, defining the top two or three key areas of focus.
- Questions coaching client will be asked to consider early in the process include:
 - *What are your organization's three most important business imperatives this year? Correspondingly, what are your most significant leadership challenges and opportunities?*
 - *What are the two or three most potent changes you would like to make (need to make) in your personal leadership?*
 - *If you achieve your personal leadership goals, what will be different in three months? Six months? How exactly will you measure your success?*
 - *What do you most need in order to accelerate your executive effectiveness, development, and greatest future success?*
- Early in the process, we will obtain stakeholder input, either via a conference call, three-way meetings and/or by incorporating a 360 instrument such as The Leadership Circle Profile 360.
- Sessions will be held via zoom conference and bi-weekly sessions will be set up on a reoccurring schedule, with flexibility as needed.
- The relationship and focus will be designed with the leader in question, tailored to deliver the success outcomes sought by the leader and his/her stakeholders.
- All coaching conversations are completely confidential unless otherwise required by law.
- At three months, we will review progress and goals. Coaching client will involve stakeholders as appropriate.
- At six months, coach and coaching client will debrief learnings and the outcomes of coaching. They will also discuss and identify next steps for continued development. If further coaching is requested, options will be discussed at that time. Coaching client

will involve/update all key stakeholders as appropriate. This may or may not involve the coach.

Investment: \$25,000 USD (half invoiced at the start, half at the halfway mark or \$4,167/month)

Executive Leadership Coach:



Susanne Biro is a coach to C-suite and executive-level leaders. She is also a master facilitator, program designer, *Forbes* and *CEO Magazine* contributing writer, and a TEDx and keynote speaker. For two decades, Susanne has worked internationally with senior-level leaders in some of the world's best companies. Whether coaching one-on-one or authoring, designing, and delivering leadership programs, her passion is the same: to help leaders reach their next level. She is the author of the "I Want You To Win!" Coaching Skills for Creative Leadership program. She is also the co-author of "Together" Executive Team Development, the book *Unleashed! Leader as Coach*, and the corresponding workshop and Train-the-Trainer program, adopted by organizations like General Electric, American Express, Celgene, Eastman Chemical, Mayo Clinic, salesforce.com, and numerous others.

"Susanne is an outstanding Executive Coach helping C-Suite leaders be their most authentic and real selves while dealing with organizational change." - Jay-Ann Gilfoy (Fordy), CEO, Vancity Community Investment Bank

"I highly recommend Susanne. She has the unique blend of being seasoned, intelligent, and empathetic. She takes the time to understand your end goals, business challenges, and unique strengths in order to determine the best personalized approach. Susanne is one of the best." - Martha Turner Osborne, Chief Marketing & Sales Officer

"Susanne's insight and guidance have been instrumental in helping me transform into the leader, husband, and father I wanted to be (but didn't know how get there). The impact of this transformation has been recognized through all aspects of my life. As a result, I have been able to deliver results, not only to the business, but by helping my teams develop themselves." - Paul Fanelli, Executive Vice President and General Manager, Americas at Wesco Aircraft

"Susanne was incredibly proficient and efficient in accelerating my growth as a leader and coach. Her insightful questions challenged me to focus and achieve faster outcomes. I highly recommend Susanne." - Cari Parker, Vice President, Manufacturing, Eastman Chemical Company



The Leadership Circle[®]
CERTIFIED PRACTITIONER