



# Executive Coaching Overview

Do your leaders have the business acumen, executive presence, resilience and vision required to create long-term, sustainable value for all your stakeholders?

- Inspiring leadership is that elusive quality that the very best leaders have. These leaders leave a personal and professional legacy. They take their businesses, their people and their industries to the next level. They leave the world a better place.
- What would your business look like if you had more Inspiring Leadership?



# Inspiring Leadership

We are watching a drastic shift in the corporate landscape, particularly when it comes to leadership development.



The days of traditional training are gone. As the needs of organizations rapidly change, coaching has reached a level of unprecedented popularity. The need for leaders with the ability to motivate and inspire the next generation, to wield increased emotional intelligence, to exercise strategic agility, to apply innovative thinking, and to leverage their unique, individual strengths, has pushed coaching to the forefront. No other leadership development intervention is as individualized or as effective. While the popularity of executive coaching grows, the number of experienced, well-trained, proficient practitioners is limited.

Sloan Group International has a proven track record in large-scale executive coaching programs at major multi-national organizations. Our coaches are experienced and diverse in their backgrounds and skills, and our proprietary matching process ensures we find the best-fit coaches for individuals and their organizational context. What bonds us together is our philosophy of focusing on organizational and individual strengths and our commitment to following a clear process of contracting, managing, and leveraging coaching results.

While the need for Executive Coaching has been firmly established, there is a serious dearth of qualified and proficient coaches. Add to this the cultural differences that geography dictates, the supply of global, yet locally competent executive coaches has become a growing concern for multinational corporations.

At Sloan Group International, we think globally, but operate locally. Our qualified coaches are available in 19 countries worldwide, and we are able to source excellent talent in remote regions through our extensive network of top-level practitioners.

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Our proprietary “4M” coaching process has been developed over years of designing and delivering executive coaching programs to organizations worldwide.



# The SGI Coaching Process



## Managing

Case conference, performance monitoring, structured process



## Matching

Selecting "best fit" practitioners for each engagement



## Mentoring

Training and development for continuous learning



## Measuring

Compiling aggregate data on coach performance

## Executive Coaching Services

### Brief and Standard Executive Coaching Packages

- As one of the pioneers of Executive Coaching in large systems, we've created brief (3 month) and standard (6 to 9 months) coaching packages that can be scaled across an enterprise.

### Global Leader / Expat Coaching 90 Day Program

- We have developed a breakthrough process for optimizing leadership transitions across cultures. We leverage research into cross-cultural effectiveness and leadership as well as our proprietary assessment tools that focus on adaptation and alignment.

### Virtual Coaching Retainers

- With a minimum of 120 hours, we provide cost effective and scalable virtual coaching programs for your emerging leaders and managers.

### Integration Coaching

- We provide integration coaching sessions that follow traditional learning programs from workshops to academic engagements.

Sloan Group International has worked with several of the largest corporations in the world to help develop leaders that are not just good, but truly exceptional.



# Standard Executive Coaching Programs

We live in a complex world. As markets become more global, workforces increasingly mobile and distributed and technology changing the way the game is played, developing capable and successful leaders within organizations has become a real challenge.

More often than not, leaders within organizations are focused more on keeping up with a constantly shifting ecosystem, rather than developing skills to stay ahead of the curve. The need for leaders with the ability to motivate and inspire the next generation, to master Emotional Intelligence and to think strategically and innovatively has resulted in Executive Coaching becoming a much sought-after developmental initiative at senior levels.

## Ideal Candidates

SGI specializes in helping technical and analytical experts to become world class leaders. Having worked extensively in the Financial Services, Healthcare and Technology industries we are acutely aware of the unique challenges, requirements and opportunities of these sectors and have achieved impressive ROI for our clients.

We work with C-suite, regional leaders, managers, strategists, technology and operations executives, all of whom are tasked with massive change management in the face of technology, regulation, market volatility and globalization.

## Benefits

Here's what you can expect from our Executive Coaching program:

- Heightened awareness of leadership strengths, competencies and attitudes
- Enhanced emotional intelligence and leadership aptitude
- Private, confidential goal setting and evaluation with someone who will push for performance
- Cross-cultural dexterity/adapting to a new culture
- Influencing up, down, and across the organization
- Managing challenging teams or teams in transition
- Thriving in a new role or opportunity within an organization
- Re-connecting to purpose and inspiration
- Learning new competencies / skills and leveraging the strengths you already have
- Enhanced business results; from simple changes such as new efficiencies and performance improvements to larger changes such as powerful strategic decisions and increased sales or expanded customer/ partner relationships.



# Global Leader / Expat Coaching 90 Day Program

As a global leadership development firm, we have developed a breakthrough process for optimizing leadership transitions across cultures.

We leverage research into cross-cultural effectiveness and leadership as well as our proprietary assessment tools that focus on adaptation and alignment.

## Ideal Candidates

When an expat team member is brought into a new role, either from inside or outside of the organization, they have 90 days to prove their value, establish critical relationships, assess the landscape and create their leadership plan. An executive coach can make this process exponentially more successful.



# Sample Program Description

Whilst we adapt each Expat coaching program to your unique organizational requirements, this is a sample program description based on best practices:

## Pre-Boarding:

30 days prior to the on-boarding process, executives are interviewed to find out what is propelling them in a new direction, and what their patterns are in transition. We conduct a "change readiness" assessment (the RAWA) online and help to establish patterns in transition skills and behaviors; curiosity/inquiry, enthusiasm, optimism, flexibility and adaptability, influence without information, and relationship building. Out of the first 30 days, we will discover your strengths, capacities, patterns, style and adaptive profile.

## 360 Assessment:

After the initial 90 days we send out a multi-rater assessment specifically designed to show you how aligned you are with your boss, peers, and direct reports with the priorities of your specific individual role. This assessment provides us with a structure to offer a leadership plan for the longer term within your new role, which will be your guide post-coaching.

## Benefits:

- Revitalize the understanding of your strengths in a new cultural context
- Learn your transition profile, patterns and habits
- Understand the new culture you're working in from multiple perspectives
- Frame your inquiry into the culture, the people, and the value proposition of your role

## On-Boarding:

The executive coach and the executive establish themes or areas of focus.

Themes may be understanding the network of power, finding opportunities for quick wins, relationship development, understanding who your key partners will be, where are the traps and hazards.

This is conducted over four months.



- Strategize with a confidential sounding board
- Define your new leadership identity / brand
- Manage politics effectively
- Influence more powerfully by adapting to your new circumstances
- Create a development plan and achieve it
- Make this expat assignment a launching point for successful career advancement



# The SGI Approach

As organizations become more matrixed and less hierarchical, people no longer have positional authority and therefore need to be able to influence others and inspire performance rather than rely on being able to direct it.

Helping organizations to thrive in this new paradigm is our specialty.

Our approach offers a blend of consulting, coaching and mentoring for both individuals and teams, and is backed up with a range of industry leading assessments and various practical, usable tools.

We use cutting-edge research in neuroscience, positive psychology, leadership, organizational development and systems thinking to shape our offering.

## Process

Our coaching process has been developed over two decades of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on well researched best practices of executive coaching as well as our own well-honed model developed in collaboration with our clients. A trained Senior Consultant acts as a "Master Coach" and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit.

## Management

Sloan Group International pioneered the matching, management, and measurement of executive coaching by managing multiple multinational executive coaching programs across large organizations. We have the capacity to source "best fit" coaches from all over the world, and the experience to get the best results out of your coaching team.

With every coaching engagement, Sloan Group International provides a single point of contact for relationship management for every client. Your Senior Consultant manages the coaching team, assures quality and consistency, and delivers aggregated data to internal stakeholders on a regularly scheduled basis.

## Impact Manager

SGI is a leader in measuring and monitoring the implementation and effectiveness of our leadership enhancement programs.

Our proprietary Impact Manager App is available to our clients and provides real time, mobile or desktop access to their personalized Impact dashboard, measuring:

- Progress towards Goals
- Development Priorities
- Satisfaction
- Behavior Change
- Learning and Skills Development
- Return on Investment



# Sloan Group International Success Stories

We hope to have the opportunity to help your organization achieve excellent results as we have helped others. The following testimonials are examples of what happens when we partner with our clients. We welcome your questions, comments, and inquiries and look forward to speaking with you about your organization.

"This has really been such a breakthrough for translating what we're doing in the room to actual 'on the job' application, and we're so excited about including our SGI coaches in our senior management program. It's made all the difference in participant reviews of the program and they are already asking for more integration coaching for next year."

HR VP, Financial Services

"We work with Sloan Group International as our single source for all of our coaching needs and I have been really pleased in working with them. They have helped us to retain key leaders and to help them to be more effective. We are in a "high heat" situation, with lots of things going on. I feel confident that there's a consistent process in place, high-quality coaching and flexibility in finding the right fit for an individual leader. Furthermore, there's a consistency when we have a need for creating and facilitating offsites or strategy sessions. There's an ease in working with them and I value how well they understand my industry, how well they listen and how we can build upon one another's ideas to create a solution."

Executive Vice President, Human Resources, Global Consulting Firm

"Working with Sloan Group International has been a very powerful experience. It has made an important impact on my organization and me personally. The firm partnered with us to develop and implement a leadership development program that has been extremely successful. As a result of this program, our retention has remained high, we have improved our success in acquiring new talent, and our individual leaders have been developed to take on much larger, more complex responsibilities, as they've improved the ability to avoid burnout and bring in new talent. We are in a very, very fast-paced, rapidly changing business. We operate at warp-speed. Our leaders now have the tools to handle this change on a personal level and have become closer to the issues as they bubble up in their organizations. Sloan immediately understood what we needed, respected our approach and what we felt we did not need, and worked with us to leverage our strengths, skills, talent and company culture. What sets Sloan Group International apart from other executive coaching and consulting firms is the very, very customer-centric focus. They take more of a business versus an HR approach. They understand the business goals and operate to support us in achieving them individually and organizationally. I have valued Karlin's ability to identify and anticipate our needs and present a solution that positively impacts the business now and in the future."

Director of Leadership Development, Multinational Media Firm



# Some of Our Clients

Our clients come from many global industries. They range from financial services and legal to the world's largest technology, energy, pharmaceutical and consumer products, among many others. We provide the best-fit leadership development services to meet your organization's unique needs for senior executives and emerging leaders worldwide.



# Sloan Group International Overview

At Sloan Group International (SGI) we believe in truly partnering with our clients as evidenced by our numerous long-standing relationships with Fortune 500 businesses.

We partner with our clients to effect meaningful behavioral change through performance driven, metrics-focused leadership enhancement programs. We become your strategic advisor in helping you craft and deliver the leadership enhancement programs that will be most meaningful to your organization.

We enable positive individual and system growth by inspiring leadership and back this up with unparalleled, personalized client service, combined with industry leading metrics and analytics capabilities to ensure return on your investment.

Our team of globally recognized business and performance experts will help your leaders to meet the challenges of this fractured world.

We work with the world's most respected leadership academics and institutions to bring science to the art of inspiring leadership.

We are proud of our bespoke IP and our numerous awards and accolades:

- 2017 Global Excellence Awards as: Best for Global Executive Coaching Consultancy
- Best for Executive Coaching & Leadership Development Programs - USA, 2016 (Mid-Market Achievement Awards)
- Leadership Top 10, 2015 (TrainingIndustry.com's Watch List for Leadership Training Companies)
- Top 5 Mid-size Leadership Partner / Provider, 2015 (Leadership 500 Excellence Awards)
- Leadership 500 Excellence, 2014 (Leadership 500 Excellence Awards)
- Thought Leader of Distinction in Executive Coaching, 2014 (Association for Corporate Executive Coaching)



# | Contact Us

## Sloan Group International

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