

One-on-One Performance Coaching

Science + Expertise to Achieve Optimal Performance from Any Executive

Many times, one-on-one coaching by a trained professional is the best approach for overcoming either personal or professional challenges, or to unlock the potential of what you're capable of achieving. The key to good coaching is to leverage a mix of the right scientific assessments along with deep experience coaching executives across multiple industries.

My executive business coaching model is a 90-day program that uses a set of select and powerful validated personal assessments along with my custom-developed 5-step process:

- People — Discuss, review and improve your coaching of those you lead and manage.
- Progress — How are you doing toward meeting your own objectives and goals?
- Projects — What projects are you working on, and how should you prioritize and focus on them properly?
- Personal — What's going on in your life that is enhancing or blocking you?
- Possibilities — What's possible for you in the future, and how to determine it and move toward it?

What I Can Do for You:

My coaching program eliminates the stress people feel as they're exploring ways to maximize their potential, improve their performance, or find the role within the company (or in another company or industry) that delivers personal and professional success.

My expertise in using the most powerful personal assessments ever developed, along with my experience throughout my 35-year career, working with 1,000 CEOs and executives and assessing over 5,000 individuals, enables the people I coach to immediately understand what makes them effective, what gives them satisfaction, and what makes them feel personally successful.

ASSESSMENT(S):

EQi — 2.0, Workplace Big Five, WPMOT

The WorkPlace Big Five Profile™ 4.0 personality assessment is based on the Five-Factor Model of Personality. The reports from this validated assessment use graphs and neutral, work-centric language to provide a clear personality picture to participants.

The WorkPlace Big Five Profile is:

- Based on the most widely respected personality model — the Five-Factor Model
- Extremely reliable in comparison to other available personality assessments
- Well-accepted by those taking the assessment
- Focused on behaviors in the work environment
- Uncomplicated and easy to understand with a clear vocabulary of individual similarities and differences

The EQ-i 2.0 is a validated assessment designed by Multi-Health Systems. It's the first scientifically validated and most widely used Emotional Intelligence assessment in the world. Based on more than 20 years of research worldwide, the EQ-i 2.0 examines an individual's social and emotional strengths and weaknesses.

Respondents self-report on their life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning. By identifying the areas that need improvement, we can immediately begin developing those areas. At the same time, areas where you excel can be leveraged to their full potential to maximize effectiveness in daily tasks. »



The WorkPlace Motivators uncovers your personal interests, attitudes, and values—the powerful motivating forces that drive behaviors. It’s a way to understand “what you really want.” It’s the “why” of what you do.

Understanding what drives your behavior provides the key element in understanding how to maximize each person’s potential—the framework for presenting and processing information.

The six attitudes we’ll measure and evaluate are:

- 1. Theoretical:** A passion to discover, systematize, and analyze; a search for knowledge.
- 2. Utilitarian:** A passion to gain return on investment of time, resources, and money.
- 3. Aesthetic:** A passion to add balance and harmony in one’s own life and to protect our natural resources.
- 4. Social:** A passion to eliminate hate and conflict in the world and to assist others.
- 5. Individualistic:** A passion to achieve position and to use that position to influence others.
- 6. Traditional:** A passion to pursue the higher meaning in life through a defined system for living.

CERTIFICATIONS:

I’m a certified behavioral analyst (CBVA) from the Center for Applied Cognitive Studies, which addresses the training and deployment of all three validated assessments I use.