

hw consulting

COACHING

SERVICES



EXECUTIVE
LEADERSHIP
TEAM
CAREER
COACHING
SERVICES

MAXIMIZE EXCELLENCE!

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STATE OF COACHING

EXECUTIVE COACHING

- **EFFECTIVENESS:** Executive coaching delivers an average ROI of 5.7 times the initial investment (The Manchester Review)
- **IMPROVED LEADERSHIP SKILLS:** 86% of companies saw improvements in leadership and management skills due to coaching (International Coaching Federation)
- **ENHANCED PERFORMANCE:** Executive coaching positively impacts work performance and well-being (Journal of Positive Psychology)

LEADERSHIP COACHING

- **IMPACT ON TEAM PERFORMANCE:** Leaders who received coaching saw 10-25% increase in their team's performance (Gallup)
- **RETENTION AND ENGAGEMENT:** Organizations with strong coaching culture expectations report higher engagement and lower turnover rates (ICF Global Coaching Study)
- **BEHAVIORAL CHANGE:** Leadership coaching is effective in fostering desired behavioral changes. (Journal of Leadership & Organizational Studies)

TEAM COACHING

- **COLLABORATION AND TRUST:** Team coaching improves collaboration and trust among team members, leading to higher team effectiveness (Harvard Business Review)
- **CONFLICT RESOLUTION:** Team coaching helps in resolving conflicts and improving team dynamics (Journal of Applied Behavioral Science)
- **PERFORMANCE:** Teams with ongoing coaching perform better on metrics such as productivity and quality. (ICF Global Coaching Study)

CAREER COACHING

- **CAREER PROGRESSION:** Career coaching accelerates career progression and job satisfaction (CareerBuilder)
- **SKILL DEVELOPMENT:** Coached employees develop skills faster and are more likely to advance their careers (ICF Global Coaching Study)
- **JOB SEARCH SUCCESS:** Career coaching increases job search success rates and satisfaction with job offers. (Journal of Vocational Behavior)

WE UNDERSTAND EACH CLIENT IS UNIQUE

We work with you to design a coaching program that offers quality outcomes and tangible results. Our coaching programs are grounded and structured in science-based, proven methods, models, processes, and best practices.

We create partnerships that are based on trust, alignment, excellence, and impact – from assessment, to action, to results. We offer decades of expertise and are fully accredited and certified.

We Assess. We Coach. We Develop. We Advise.

hw consulting

Let's Talk!

| | |
|-------------------|------------------|
| Evidence-Based | Certified |
| Needs Analysis | 5-Star Ratings |
| Tailored Solution | Assessments |
| Business Impact | Measurable |
| Confidential | Transformational |

WHAT IS COACHING?

Organizational professional coaching is a structured and collaborative process aimed at enhancing the performance, development, and effectiveness of individuals, teams, and leaders within an organizational context. Coaching is viewed as a long-term investment in top talent and the organization's future success.

Coaching involves the engagement of a certified, trained, and qualified coach to work with employees or teams to achieve specific goals, overcome challenges, and maximize their potential.

Coaching requires a state of readiness, as it directly influences an individual's receptivity to behavioral change, engagement in the coaching process, and the likelihood of successful outcomes. Readiness is a person's psychological and emotional preparedness to explore, reflect, and take action towards personal or professional development and growth.

The coaching process is typically focused on identifying behaviors, strengths, and motivators, improving leadership competencies and skills, fostering professional growth, enhancing culture, communications, and emotional intelligence, and aligning individual and team values and behaviors with organizational philosophies and objectives.

Coaching incorporates science and evidence-based coaching models, psychological principles, and best practices to support individuals and teams in navigating change and uncertainty, optimizing their contributions, and upholding, promoting, and transforming current culture into a positive organizational ideal culture.

ARE YOU READY?

Resonating with the Executive's unique needs, aspirations, and intricacies through coaching.

Executive Coaching is crucial for enhancing leadership effectiveness, driving organizational performance, and fostering personal growth among top leaders. It provides a tailored approach to overcoming challenges, improving decision-making, and achieving strategic goals.

EXECUTIVE COACHING

CERTIFIED, CREDENTIALLED, AND SEASONED EXECUTIVE COACH: All HWC Coaches have 25+ years experience coaching executives, and hold International Coaching Federation (ICF), Marshall Goldsmith, and Global Coaching accreditations.

COACHING AGREEMENT: A 1:1 Coaching Agreement that defines and outlines the expectations and commitment of the coach and executive.

ASSESSMENTS: We align with the executives' goals and individual needs. We assess early in the coaching process. Assessments provide factual insights into an individual's strengths, areas for development and overall performance.

GOAL SETTING: We work with the executive to identify and set S.M.A.R.T. goals that allow them to take control of their behaviors and progress, providing them a benchmark for measuring performance and determining value, growth, and achievement.

EXECUTIVE LEADERSHIP DEVELOPMENT: Cultivating capable, adaptive, and conscious executives who drive organizational transformation and success, and create positive impacts on their leadership teams, organization, and communities they serve.

EXECUTIVE DEVELOPMENT PLAN (EDP): We work with the executive to define personal and professional goals, behavior and competency assessments, development activities, action plan and timeline, support and resources, and evaluation and feedback mechanisms.

Accelerate and achieve leadership effectiveness.

Leadership Coaching aims to enhance the consciousness, effectiveness, resiliency, and capability of leaders within organizations to create positive and lasting impacts on their teams, organizations, and communities they serve.

LEADERSHIP COACHING

CERTIFIED, CREDENTIALLED, AND SEASONED LEADERSHIP COACHES: All HWC Coaches have 25+ years experience coaching leaders at various levels, and hold International Coaching Federation (ICF), Marshall Goldsmith, and Global Coaching accreditations.

COACHING AGREEMENT: A 1:1 Coaching Agreement that defines and outlines the expectations and commitment of the coach and leader.

ASSESSMENTS: We align the leaders' goals and individual needs. We assess early in the coaching process. Assessments provide factual insights into an individual's strengths, areas for development and overall performance.

GOAL SETTING: We work with the leader to identify and set S.M.A.R.T. goals that allow them to take control of their behaviors and progress, providing them a benchmark for measuring performance and determining value, growth, and achievement.

LEADERSHIP DEVELOPMENT: Cultivating capable, adaptive, and conscious leaders who drive organizational transformation and success, and create positive impacts on their leadership teams, organizations, and communities they serve.

LEADERSHIP DEVELOPMENT PLAN (LDP): We work with the leader to define leadership goals, behavior and competency assessments, succession, development activities, action plan and timeline, support and resources, and a framework for mentoring and evaluation.

Collaborative process enhancing collective results and business success.

Team Coaching focuses on building trust, fostering collaboration, resolving conflicts, and optimizing the team's effectiveness in achieving organizational objectives.

TEAM COACHING

CERTIFIED, CREDENTIALLED, AND SEASONED TEAM COACH: All HWC Coaches have 25+ years experience coaching teams, and hold International Coaching Federation (ICF), Marshall Goldsmith, and Global Coaching accreditations.

COACHING AGREEMENT: A 1:1 Coaching Agreement that defines and outlines the expectations and commitment of the coach and team.

ASSESSMENTS: We align the team's goals and individual needs. We assess early in the coaching process. Assessments provide factual insights into an individual's strengths, areas for development and overall performance.

GOAL SETTING: We work with the team to identify and set S.M.A.R.T. goals that allow them to take control of their behaviors and progress, providing them a benchmark for measuring performance and determining value, growth, and achievement.

TEAM DEVELOPMENT: Cultivating capable, adaptive, and conscious teams who drive organizational transformation and success, and create positive impacts on their teams, organizations, and communities they serve.

TEAM DEVELOPMENT PLAN (TDP): We work with the team to define team goals, behavior and competency assessments, succession, development activities, action plan and timeline, support and resources, and a framework for mentoring and evaluation.

Excellence through continuous development!

Career Coaching is a personalized, goal-oriented process where individuals productively navigate career transition, identify and achieve their defined career objectives, overcome uncertainty, and improve soft skills and performance.

CAREER COACHING

CERTIFIED, CREDENTIALLED, AND SEASONED LEADERSHIP COACHES: All HWC Coaches have 25+ years experience coaching individuals at various levels of their careers. We hold various accreditations, to include: International Coaching Federation (ICF), Marshall Goldsmith, and Global Coaching.

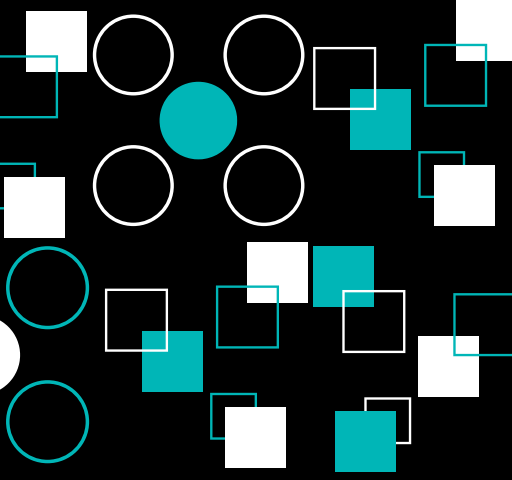
COACHING AGREEMENT: A 1:1 Coaching Agreement that defines and outlines the expectations and commitment of the coach and individual.

ASSESSMENTS: We align the individuals' goals and needs. We assess early in the coaching process. Assessments provide factual insights into an individual's strengths, areas for development and overall performance.

GOAL SETTING: We work with the individual to identify and set S.M.A.R.T. goals that allow them to take control of their behaviors and progress, providing them a benchmark for measuring performance and determining value, growth, and achievement.

CAREER DEVELOPMENT: Cultivating capable, adaptive, and conscious individuals who drive organizational transformation and success, and create positive impacts on their teams, organizations, and communities they serve.

INDIVIDUAL DEVELOPMENT PLAN (IDP): We work with the individual employee to define career goals, behavior and competency assessments, development activities, action plan and timeline, support and resources, and a framework for mentoring and evaluation.



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