



# Executive Coaching Programs



## Goals / Benefits

- Refine specific leadership skills.
- Learn what is working and what isn't, and obtain support in satisfying learning needs.
- Address real development needs using behavior change methods.
- Obtain objective, confidential feedback from an external coach.
- Address burning issues and maintain business impetus in the face of change.

## Finding opportunity in today's market requires the ability to continuously learn and adjust

The global organization is in constant change. Events such as industry consolidation, mergers & acquisitions and on-boarding a new team leader can result in high employee turnover, workforce reduction or reorganizations. Shifts in top leadership and business priorities require constant learning, resilience and focus. By addressing real challenges, LIM's Executive Coaching (EC) equips your leaders and high potential managers to learn the behaviors and tools to effectively manage people and change, and turn challenges into opportunities.



**What is working  
and should  
continue**

**What is not  
working and  
should stop**



**What new things  
can improve  
performance**

**Discovery questions in  
Executive Coaching**

LIM's Executive Coaching (EC) interventions are entirely customized to address the goals and challenges of each individual. Coaching clients learn to solve their problems and challenges, and gain an understanding of practical self-coaching processes, concepts and tools.

**Our clients leverage executive coaching to work through important goals such as:**

- Building high-performing teams;
- Increasing organizational performance;
- Discovering one's own leadership philosophy;
- Mapping out a career plan;
- Examining life's trajectory to discover patterns, traps, values, drivers, and build a development plan;
- Defining how to achieve life/work balance, and making it happen.

## **Executives achieve outcomes on FIVE dimensions**

### **BUSINESS**

- Address prime business challenges
- Solve personal business challenges

### **TEAM**

- Develop high performing team skills
- Apply shared leadership concepts

### **PERSONAL**

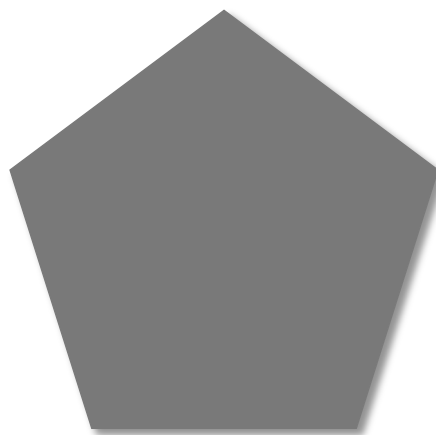
- Increase self awareness & purpose
- Identify personal strengths and developmental areas

### **ORGANIZATION**

- Shape organizational culture
- Clarify roles

### **PROFESSIONAL**

- Work on core professional competencies
- Develop shared leadership skills



**Pentagon Outcome Model**

**Target audience** – Executive coaching is valuable for persons that wish to reach new levels of awareness and performance at work and/or private life.

**Format** – The length and amount of 1:1 coaching sessions vary according to client's needs. The Learning Coach assesses progress and next steps at each session.



**The LIM executive coach helps managers in defining what they could do to be effective team leaders, and works with them and their team members to raise performance.**

## **Customer success example: Transformation through coaching interventions**

Six months after being appointed to his role, the managing director (MD) of a pharmaceutical company was experiencing a number of people challenges, and the company's profitability had significantly dropped. The MD was requested to receive one-on-one coaching.

### **Pre-coaching challenges:**

- Retention problems emerged: several members of the leadership team, and some of their respective teams, were resigning.
- Morale problems swept across the company.
- Poor performance followed: profitability dropped significantly within 6 months

### **Overall workshop focus:**

- To improve the performance of the MD and his team's results.

### **What we did:**

- Provided 360-feedback coaching. Decided to focus on strengths and one developmental area.
- Helped executive to develop his own leadership philosophy. With encouragement, he moved from 'command and control' philosophy to more inclusive and, eventually, shared leadership.
- MD then invited LIM to help him establish this new leadership philosophy into his team. LIM also helped him establish a new set of shared expectations ('contract') between him and his team.
- Worked with him virtually and face to face as well as with his team over a 6-month period: 8 sessions with him and 2 with his team.

### **Results (one year later):**

- Retention problems at the middle management level and above almost completely vanished.
- Morale dramatically improved as measured by a company-wide 'Focus Survey'.
- The leadership team and their respective teams felt more ownership and were fully engaged.
- Business performance and profitability increased from prior year.
- Client received a promotion and his role and responsibilities were expanded.

## LIM is all about solutions

Our work focuses on meeting business goals. We help clients find ways to address their strategic challenges, and turn problems into growth opportunities. We guide individuals to think in new ways. Programs featuring hypothetical challenges are simply not as meaningful or engaging. Our programs focus on the real business challenges clients face in their organizational context. This is where the most powerful learning takes place.

## Our powerful ARL® methodology drives results for our clients

LIM uses its Action Reflection Learning (ARL®) methodology to help clients address key leadership challenges. ARL® is based on powerful learning principles that make the transformational experiences both engaging and relevant. Most importantly, the learning is highly applicable to the organizational context and is easily transferred into the day-to-day life of teams and leaders.

## Contact us:

For more information, please contact us at:  
info@LIMglobal.net or +1 469 546 5529.

## How can LIM help your organization

Over the past three decades, LIM has refined its core ARL® methodology into a solutions-oriented selection of tools, tactics and learning strategies that deliver exceptional results. Executives become more effective, decisions become sounder, strategies and plans are effectively executed. Our ARL®-based solutions eliminate much of the pressure and stress that permeates today's organizations. Imagine completing your daily operations and having more time available. ARL® makes that possible.

## Earning while Learning: we develop your executives while they develop your business

Our network of over 50 certified learning coaches work with organizations across the world to develop high performance teams.

*"LIM has transformed my leadership style. I have learned how to support people by asking the right questions and listening. LIM's ARL process allows me to reflect on my life and work...Thank you LIM"*

**Dick Thorton, former Global Management Consultant, Coca Cola International**

*"...LIM has succeeded in affecting significant change at the personal, team and organizational level..."*

**Stephen Rhinesmith, Ph.D., Former Chairman of ASTD.**

