



Individual Executive Coaching

RRG's certified management coaches are experts at delivering customized programs that maximize value for both participants and their organizations.

67%

Chief Executives who report they don't receive any coaching or leadership advice from outside their companies, even though nearly 100% say they would be receptive to it, according to *Forbes*.

6x

The average rate of return for Fortune 100 executives who engage in executive coaching for 6-12 months, according to the *Philadelphia Business Journal*.

100%

RRG coaching clients who reported being satisfied or extremely satisfied with the execution and results of their executive coaching assignment, according to survey responses.

Success is a journey, not a destination, and just as high-performing athletes continue to leverage coaching as a tool to help maximize their performance, so too do many of the world's most successful business executives. As *New York Times* best-selling author and executive coach Don Yaeger explains, "The highest achievers are people who set goals about the opportunity to wake up every day and be better than they were yesterday." And those who never outgrow that growth mindset never outgrow the need for a coach.

At RRG, our certified management coaches help C-Suite and senior leaders become more self-aware, solve critical problems, manage change, and more fully utilize their capabilities and potential. And while each of our coaching sessions is tailored to meet the unique needs of our clients, all engagements share a forward-looking and outcome-oriented approach that is designed to deliver measurable results that positively impact both the individual and the organization.



"RRG's approach to Executive Coaching is not 'one and done' – it is truly a deep-dive immersion over a 6-month schedule of sessions. They do not pull any punches. RRG gets straight to the point while at the same time being a great listener sensitive to the needs of the individual."

Jay Geldmacher, President & CEO
Resideo

Your success is our success.

What to Expect:

- Development will be accomplished through a customized combination of assessment tools, one-on-one coaching sessions, on-call discussions, development-oriented assignments, reinforcement, and feedback.
- The standard length of engagement is six months, with the opportunity to extend for continued development.
- Regularly-scheduled meetings or calls will include both follow up of focus items and discussion of any timely needs.
- Your Coach will be “on-call” for situations that require immediate consul and discussion with an emphasis on focus areas.
- You will be provided the opportunity to think through actual business situations and apply learnings on the job for immediate benefit.
- Resources such as additional assessment tools, articles, and network connections will be provided based on focus topics and key areas of development.

Assessment Tools:

RRG is certified in each of the following:

- ✓ Hogan Assessment Tools
- ✓ MRG Leadership Effectiveness Analysis™
- ✓ MRG Sales Performance Assessment™
- ✓ MRG Individual Directions Inventory™
- ✓ DiSC® Profile



Outcomes of Executive Coaching:

- ✓ Observable changes in behaviors and leadership styles that enable greater effectiveness in both current and future roles
- ✓ Increased self-awareness, confidence, and capabilities
- ✓ Acquisition of new tools, techniques, and approaches that enhance leadership, influence, and productivity
- ✓ More confident decision making and higher levels of respect and followership amongst peers, subordinates, and superiors
- ✓ Preparation for future roles with increasing levels of responsibility



Meet our Coaches:

[Scott Robinson](#) has 35 years of experience in the human capital industry. After founding and leading the largest full-service human resources firm in the

Midwest, Scott returned to his entrepreneurial roots to launch Robinson Resource Group, where he now continues to serve as a trusted advisor to executives in the C-Suite.



[Wayne L'Heureux](#) joined RRG with over 30 years of business and HR experience in successful public and private companies including Ulta Beauty, AutoNation, and PepsiCo – Taco Bell. With several years in leadership positions himself, Wayne

understands the impact that quality talent has on the bottom line of a company and in the satisfaction of employees and customers.