



# Individual Executive Coaching



**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*.

**99%**

Employers who view coaching as having a positive or very positive impact on the wider business.

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

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, Chief Executive Officer**  
Resideo



## 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.

## Outcomes of Executive Coaching:

- ✓ Observable changes in behaviors and leadership styles that enable greater effectiveness
- ✓ 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
- ✓ Preparation for future roles with increasing levels of responsibility

## 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

