



Power Performance Passion

EXECUTIVE COACHING

MARSHALL GOLDSMITH STAKEHOLDER CENTERED COACHING



Guaranteed & Measurable
Leadership Growth



Guaranteed & Measurable Results



Guaranteed and Measurable Results –
our unique approach:

No change – no pay!

You pay us only,
if positive change is measurable.

Guaranteed & Measurable Results



Stakeholder Centered Executive Coaching

Supports successful leaders
to take it to the next level and get even better.

Who needs a Coach?

«Everybody needs a Coach. The one thing people are never good at is seeing themselves as others see them.»

(Eric Schmidt, CEO Google)

Guaranteed & Measurable Results



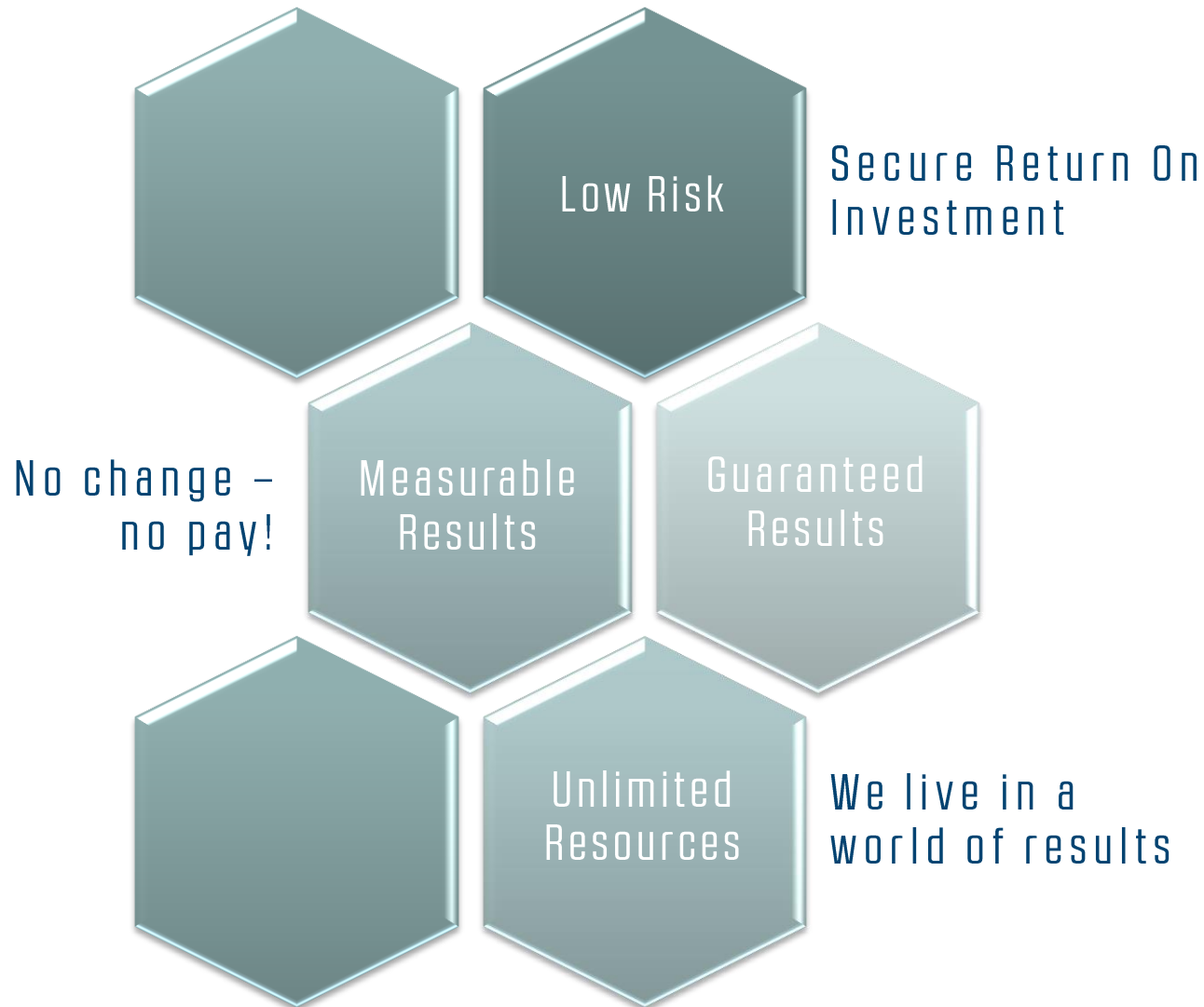
Our approach to Executive Coaching is based on two essential principles:

- ✓ We use a set of proven coaching methodologies that result in real changes in behavior.
- ✓ Because of our experience with senior executives, we understand the real world business leaders live in.

Stakeholder Centered Executive Coaching Principles

- ✓ Keep it simple and focused
- ✓ Work «real time & on the job»
- ✓ Focus on change and the future and not on mistakes in the past
- ✓ Measure results on a regular basis

What our Clients Love



What our Clients Love

- ✓ We guarantee for measurable leadership growth
- ✓ Transparent, highly structured process
- ✓ Integration of Stakeholders
(Boss, Direct Reports, Peers etc.)
- ✓ Time-effective process
- ✓ Lifelong guarantee

Typical Areas for Improvement

Communication

- _ Communicate better / listen better
- _ Decision making (speed up / integrate others)
- _ Be more assertive
- _ Manage conflicts constructively, timely and effectively
- _ Influencing / be more persuasive

Typical Areas for Improvement

Developing organizational culture and leaders

- _ Managint Diversity
- _ Build cross-functional relationships
- _ Cross-cultural management
- _ Build trust with stakeholders
- _ Executive presence
- _ Self-confidence
- _ Driving team / culture change

Typical Areas for Improvement



Managing Performance

- _ Delegate effectively
- _ Empower direct reports
- _ Execution for results
- _ Strategic thinking
- _ Be more entrepreneurial
- _ Take calculated risks
- _ Hold others accountable for results
- _ Deal timely with performance problems

The Effectivity

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- 11'000 Leaders
- 4 Continents
- 95% Success



Marshall Goldsmith Stakeholder Centered Coaching

