



CASE STUDY

COMPANY PROFILE:

A small non-profit established more than thirty years ago and dedicated to preventing and fighting child abuse.

NUMBER OF EMPLOYEES: 60

LENGTH OF ENGAGEMENT:

16 months

BUSINESS SITUATION: The executive director had not been paid in 30 years. Revenue coming into the organization was down and the board of directors was all moving in different directions.

SOLUTION: The board of directors was given a 360 degree assessment and then a manifesto initiative was performed.

BENEFITS: At the end of the coaching engagement, each member of the board of directors was able to clearly articulate the organization's mission, goals and the steps needed to take to meet the greatest possible outcomes. They left with much greater clarity and purpose, a roadmap of what needed to be accomplished as a collective and as individuals working toward a common goal. Within three months of the session, the executive director was paid, a marketing director was hired on and revenue continued to increase 10 - 15% year over year.



CASE STUDY

COMPANY PROFILE:

A Fortune 500 Retail-Based company.

NUMBER OF EMPLOYEES:

341,000

LENGTH OF ENGAGEMENT:

2 Years

BUSINESS SITUATION: Politics and confusion within the senior leadership team that trickled down to the frontline staff across the country. The result: \$25 million in lost revenue and many of their “A” players were going to work for the competition.

SOLUTION: The senior leadership team was given a 360 degree assessment to complete on each member. Leveraging the results of the 360 assessment, the senior leadership team and I co-created a 12 month coaching and leadership development plan with the outcome of each session clearly communicated to each department by the department head.

BENEFITS: The company was able to retain five of its “A” players, which amounted to saving \$500,000 in revenue. Communication was streamlined and became clearly implemented across the company. Revenue in Q1 increased by 25%, in Q2 by 33% and in Q3 by 17%.



CASE STUDY

COMPANY PROFILE:

A 110 employee \$10 million a year technology firm that needed to prepare for an initial public offering (IPO). Morale was terrible and turnover in the operations department (the company's largest department) was up 300%. Each member of the senior leadership team focused on their own individual agendas vs. the overall mission of the company.

NUMBER OF EMPLOYEES:

5,000

LENGTH OF ENGAGEMENT:

3 Years

SOLUTION: The senior leadership team was given a 360 degree assessment to complete on each member. Leveraging the results of the 360 assessment, a manifesto initiative was performed.

BENEFITS: Three months after our session concluded the company was \$3 million ahead of budget and the turnover for the operations department had dropped 45%. At the IPO the company stock was purchased for more than three times the estimated value. Each member of the leadership team became loyal to the mission of the company and was able to clearly communicate that mission to the teams they lead.



CASE STUDY

COMPANY PROFILE:

BigPharma-Impact in the Boardroom — A tough minded forthright client in a big commercial role was promoted on to the operating Board. Much to his surprise his impact and ability to get his voice heard at the Board table was significantly less than he was used to. He began to lose confidence on the one hand and overuse his forthright style on the other, exacerbating the situation. He felt very isolated and did not know who to ask for help, in what felt like quite an unwelcoming environment. This was the first time in his career he had felt this way.

NUMBER OF EMPLOYEES: 59,000

LENGTH OF ENGAGEMENT:

2 Years

SOLUTION: We collaborated and co-created a plan of success that focus on executive coaching to help him read the underlying Boardroom dynamics of his colleagues quickly, understand his own reactions under pressure and his default communication styles.

BENEFITS: He learned to partner in subtle and sophisticated ways with his Board peers. He ended up being the ‘go to’ person for many of them. A year and half later he was promoted again.