



**Dr. Ian Anderson** [www.driananderson.com](http://www.driananderson.com)

## **Executive Coaching: An Investment in Leadership Mastery**

Why do some executives, managers, and professionals flourish in their roles, creating maximum benefit for their organizations, while others do not?

### *So What Does It Take?*

Much of what our coaching model focuses on is building a set of skills that helps the candidate become a more agile learner. Increasingly greater agility is pursued in four different spheres, each of which has a marked influence on a person's learning curve and on his or her performance as a leader.

#### **I. Mental Agility**

The candidate discovers ways to more consistently:

- embrace complexity
- confront ambiguity
- expand his or her interests and perspectives
- pursue complexity out of heightened curiosity
- view penetrating questions as more important than clever answers

#### **II. Interpersonal Finesse**

The candidate develops more techniques with with to:

- self-reflect and augment self-awareness
- catch his or her own counter-productive behavior and modify it
- vary his or her role and style to the situation
- embrace conflict and harness it for creative ends

#### **III. Change Mastery**

The candidate's executive repertoire is broadened when he/she:

- learns how to behave as strategically as possible
- employs hypothetical modelling in his/her thinking and problem-solving
- embraces the underlying spirit of continuous improvement
- comes to understand how critical tenacity is in any change initiative

#### **IV. Goal Orientation**

The candidate hones a high-impact results orientation by adding or refining the following capabilities:

- create a presence and inspire others by consistently acting "on purpose."
- address his/her own performance and others' in a systematic and strategic way
- differentiate among the various levels of priorities and act accordingly
- deliver on promises and expectations



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## *Our Executive Coaching Objectives Are:*

*To accelerate* and optimize the development of key contributors to the organization.

*To build* high performance leaders and future leaders who can fulfill the organization's vision, goals, and business strategy.

*To maximize* managerial bench strength and overall organizational capability: have the right person for the right job at the right time.

*To link* the behavior of high-impact contributors to the business plan.

*To retool* command-and-control managers into effective leaders of the flattening, information-based organization.

## *How We Do It*

- *Advanced **expert systems** that assess performance and potential.*
- *Computerized **360° instruments**.*
- *Keen **diagnostic skills**.*
- *Advanced **rapport-building methods**.*
- *Accelerated **development strategies**.*
- *Motivating and delivering **true behavioral change**.*

By integrating these performance development technologies, we assist the candidate in assembling the **three essential ingredients** for high performance: **feedback** (both broad and deep), multi-lateral **motivation** to make changes, and **change partners** for his or her development initiative. Together, these three elements serve as the infrastructure for a Blueprint for Action, which guides the candidate's achievement of measurable results.