



The leadership of a business has a substantial impact on the internal and external success of an organization. As a result of a considerable number of workers retiring daily, organizations are seeing a growing gap in available talent with the requisite leadership skills to support their business objectives. Leadership Coaching is needed now more than ever so businesses have qualified employees ready and able to fill the leadership gaps that are developing within companies.

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*Working with an executive coach can help executive leaders grow vital leadership skills and enhance their emotional intelligence towards driving their business strategy.*

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### **What is Leadership Coaching?**

Leadership Coaching is an individualized process that builds a leader's capability to achieve short- and long-term organizational goals. Coaching is personalized, customized and usually conducted one-on-one for a defined period of time to assist participants towards expanding and developing their leadership skills and effectiveness.

A leadership coach can help elevate and transform a leader's performance by acting as a sounding board, leadership guide, objective mirror, accountability driver and confidant to support their growth resulting in authentic long-term change. They help identify and target specific leadership competencies and behaviors important to the leaders' success to create development plans that support enhanced self-awareness, and to drive transformative change.

### **Who Should Consider Coaching?**

From leading teams, departments or the whole organization, Leadership Coaching can be utilized by anyone looking to develop their leadership skills and capabilities. Whether the focus is on personalized leadership coaching, coaching after leadership development or onboarding of new leaders, IES works with leaders as an objective and experienced thinking partner to support their development.

### **Benefits of Leadership Coaching Include:**

- › Improves “people skills” in technically very competent employees (“high IQ – low EQ”)
- › Facilitates the transition of internal talent from managers to leaders
- › Accelerates the transition of new or recently promoted staff into their new role
- › Coaches people leaders to establish a team / organizational culture that drives collaboration and high-performance
- › Supports leaders when managing change or organizational growth (scaling up)
- › Provides effective, timely, “on-demand” spot coaching at the client’s site

### **Assessment Tools We Use**

Our organization coaching packages include qualitative and quantitative needs assessment tools such as structured interviews, personality assessments and the use of 360 assessments to provide a clear picture of individual strengths and development needs that support the development of key leadership skills and competencies important to the success of leaders.

Contact us today to learn how IES can help you drive culture change in your organization: [ies.ncsu.edu/about/contact-us](https://ies.ncsu.edu/about/contact-us)

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Visit our website: [www.ies.ncsu.edu](http://www.ies.ncsu.edu) to find the IES Regional Manager nearest you. Contact us by phone: 1.800.227.0264 or email: [iesservices@ncsu.edu](mailto:iesservices@ncsu.edu)

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