



## Executive Coaching

As an executive, you're in charge of making critical decisions on behalf of your organization. Knowing yourself well enough to identify the leadership style that best fits your personality and highlights your strengths are some of the skills which makes great leader and decision maker.

### What is Executive Coaching?

Executive coaching is a facilitated one-to-one, mutually designed relationship between a professional coach and an executive leader that is designed to help leaders develop introspective skills, establish clear goals, reach career objectives and unlock their potential. Coaching often includes a comprehensive 360 feedback assessment coupled with other assessment instruments such as the Everything DiSC Work of Leaders assessment to focus on key leadership characteristics, strengths and development opportunities.

### Assessment & Development Tools:

- › **Leadership Mirror® 360° Feedback:** Leadership Mirror® is a web-based multi-rater feedback assessment designed 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. Each participant will complete the assessment along with their supervisor and direct reports to provide each participant key insights into their existing strengths and opportunities for development. Participants will use the feedback to create an individual development plan to focus their efforts towards achieving the best results in their leadership growth. Please note that the Leadership Mirror 360° Assessment is designed to be used only for developmental feedback through this program and not for evaluating employee performance or promotions. All information obtained through this process is treated with the utmost confidentiality, and only used for coaching and development of each participant.

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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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- › **Everything DiSC Work of Leaders Assessment:** DiSC (Dominance, influence, Conscientiousness and Steadiness) is a proven behavior assessment tool created to identify the degree of an individual's four distinctive personality traits. By increasing self-knowledge, you can better navigate conflict, relationships, teamwork and skills. The Everything DiSC Work of Leaders assessment allows leaders to discover their DiSC leadership style and learn a three-step process to help them approach the fundamental work of leaders: Vision, Alignment, and Execution.

#### **Leaders Will:**

- › Receive tangible steps directed at leading a group or organization toward a desired outcome.
- › Understand how their tendencies influence their effectiveness in specific leadership situations.
- › Understand themselves better—the first step to becoming more effective when leading others.
- › Receive a leadership-specific report to help break down the work that leaders do into intuitive, actionable components (over 20 pages). Sample Work of Leaders Profile.

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

Executives looking to enhance their impact in their role around communication, people management skills, cultural influence, agenda enactment and leadership skills. Working with an executive coach can help executive leaders grow vital leadership skills and enhance their emotional intelligence towards driving their business strategy.

#### **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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