



EXECUTIVE COACHING WITH PSYCHOLOGICAL ASSOCIATES

Now more than ever, organizations need executives with the temperament and know-how to effectively lead and engage their constituents.

Executive Coaching with Psychological Associates enables Leaders to build self-awareness and strengthen their performance by leveraging insights into how their behaviors affect productivity, morale, and ultimately, the bottom line.

Our data-driven coaching process helps Leaders recognize and capitalize on their current strengths, while also giving attention and effort to the factors that are likely to increase effectiveness and accelerate their leadership journey.

Research shows that focused, disciplined executive coaching promotes self-discovery; professional (and often personal) growth; and leadership success. Whether working with a newly-minted executive transitioning to a new level of accountability or an established executive whose behavior is in need of some fine-tuning, our Coaches follow an approach that delivers successful outcomes both for the individual and the organization.

We help Leaders set — and achieve — challenging, business-relevant developmental goals. By partnering with the right executive coach, Leaders become aware of their impact on others and learn to engage in new behaviors that result in optimal interactions, both important aspects of Q4 leadership.



COACHES WITH THE EXPERIENCE YOU NEED

Combining advanced degrees in the behavioral sciences with real world business experience, our Coaches have enabled the professional growth and development of senior executives across a variety of industries and functions.

We also retain a cadre of external business coaches, by-and-large retired C-suite executives, who can provide additional developmental support in specific business content areas.



Making the Most of Executive Coaching

- ❖ Through a regular cadence of sessions (typically twice a month, often by phone or Zoom), the Coach will support the Leader's progress toward mutually agreed-upon developmental goals. Leaders are also encouraged to contact their Coach on an ad hoc basis as needs arise.
- ❖ While session content remains confidential, the Coach will work with the Leader's manager or HR partner to ensure the engagement's objectives and progress are in line with the organization's expectations.
- ❖ Research has demonstrated the value of continued engagement with the Leader's stakeholders throughout the coaching partnership. We encourage using 360° feedback (survey or interview-based) as a source of benchmark data at the outset. This feedback, coupled with regular stakeholder involvement (e.g., sharing feedback, envisioning the future), maximizes the benefits of the coaching investment.

Solutions Tailored to You

ONBOARDING COACHING

Leaders transitioning into an unfamiliar organization or role will quickly gain traction in their new situation as they develop and implement a 90-day plan for climbing the learning curve.

HIGH-POTENTIAL COACHING

Individuals identified as high-potentials will deepen insight into their current workplace behavior and implement an action plan for continued professional growth.

BEHAVIORAL CHANGE

Leaders looking to develop a new behavior, or perhaps round-off a rough edge, will partner with their Coach to develop an action plan and demonstrate measurable improvement in that area.



About Psychological Associates

EXECUTIVE COACHING OBJECTIVES

- ❖ Develop insight into the real-world impact of ones' behavior.
- ❖ Learn to leverage those behaviors that work well and alter or eliminate those that are less effective.
- ❖ Develop and demonstrate the leadership behaviors in order to realize one's potential.
- ❖ Strengthen organizational performance through practicing those behaviors that support business objectives.

Call Clay Hildebrand at 314-678-5604 to discuss the executive coaching solution that best benefits your Leader and your organization.

Dimensional® Model of Behavior™



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Psychological Associates partners with organizations to achieve targeted growth and collaboration through customized solutions designed to fit your strategy goals.

At the core of every PA program and solution is our Q4 DIMENSIONAL MODEL OF BEHAVIOR, which divides behavior into four “types.” Become more aware of your own behaviors and the behavior of those around you, and you’ll be a more effective leader. When combined with the right interpersonal skills, the MODEL can radically change how you and your organization **get things done** — for the better.

Give Leaders the

Insight & Self-Awareness

to achieve their personal best

