



EXECUTIVE COACHING WITH Q4 SOLUTIONS

Q4Solutions.com

Modern organizations need executives with the temperament and know-how to effectively lead and engage their teams and direct reports.

Executive coaching with Q4 Solutions (formerly 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 focusing on those areas that can be improved.

Research shows that focused, disciplined executive coaching promotes self-discovery; professional 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.



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.

Q4 Solutions coaches utilize our **ASPIRE** model, which maximizes outcomes using evidence-based practices.

The **ASPIRE** Model:

Alignment among stakeholders

Self-Awareness

Plan for development

Insights produced by active learning

Reach for stretch goals

Evaluate outcomes

Making the Most of Executive Coaching

- ❖ Through a regular cadence of meetings, 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.
- ❖ Leaders can track goals, access personalized resources, and set actions and reminders using our centralized coaching management platform.
- ❖ 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.

Coaching Programs to Meet Your Needs

EXECUTIVE INTEGRATION

Leaders transitioning into an unfamiliar organization or role will quickly gain traction as they develop and implement a 90-day plan for success.

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.

EXECUTIVE MENTORING

Leaders seeking industry- or role-specific guidance will benefit from a mentor with lived experience. Our Executive Mentors are by-and-large retired C-Suite executives, who can provide additional developmental support in specific business content areas.



About Q4 Solutions

SAMPLE 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 leadership behaviors to enhance leadership effectiveness.
- ❖ 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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At Q4 Solutions, we leverage our expertise in human behavior to identify, develop, and retain top talent: leaders who value both superior business results and the people who make them possible.

Every Q4S program and solution is informed by 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

