

Case Study

Executive Coaching to build Leadership Capacity



Challenge

- ❖ Executive was bought onboard with an audacious strategic goal, which seemed unsurmountable.
- ❖ He needed to lead a team of 9 business units to deliver results that they had not accomplished before, without adding headcount.
- ❖ He was experiencing some challenges in getting his team to work together towards shared goals

Approach

- ❖ He hired me as his executive coach. Working through our coaching model, he found a trusted, thinking partner.
- ❖ He was able to clarify his vision, define goals and identify obstacles. This led us to do some radically coaching, which included “shadowing”.
- ❖ As his coach, I actually showed up in his meetings, and provided ‘on the spot’ coaching.
- ❖ The experience created exposure for his team around leadership and executive coaching

Results

- ❖ The engagement created awareness for my client, and because of the approach, it also raised the awareness of his team. This level of transparency was risky, but the outcome was well worth it.
- ❖ The executive began to realize new perspectives and was creative in adapting his style. His self-awareness increased and that led to his ability to “align hips with lips”; in other words his actions and/or behaviors were more congruent with his values.
- ❖ The team saw this, and in fact were a part of it. In the process, they increased their awareness of how they were showing up, and realized they were not meeting strategically, which effected their leadership, direct reports and results.
- ❖ Several members of the team requested to work with a coach, and we also did some team coaching.
- ❖ The executive was leading more authentically, achieving the audacious strategic goal

Sackeena Gordon-Jones is a Professional Certified Coach who works with coaches, executives, emerging leaders and professionals, who want to experience their potential and achieve their goals faster, smarter and better!

www.TransformationEdge.com

“Sackeena’s perspective, ability to see things strategically and willingness to speak truthfully, enable us to achieve results faster and smarter”