

**Executive Coaching** is possibly the best investment your company can make. **Helping managers reach their full potential or saving executives at risk of derailing their career** offers large returns for any organization. Yet, successful development requires skillful planning and a great deal of commitment. As behavioral scientists, we know changing adult behavior is challenging. Only when a person perceives a need and holds the desire, will change occur. EASI•Consult® has extensive experience and success using our Two-Step Assessment approach.

## ■ The Change Process – DEVELOPMENT STEPS



### PERCEIVED NEED

Does my success require continued development?



### TRUE DESIRE

Am I willing to do what it takes to develop myself?



### CHANGE

Development planning can begin!

## ▲ Two-Step Assessment – THE RIGHT TOOLS

EASI•Consult® uses **personality assessment followed by multi-rater feedback to provide the catalyst** for change. We help executives understand how their own personality influences approaches to work and people. They are coached on how to influence others and manage impressions on those around them. Our Two-Step Assessment process is highly effective, especially when assisting executives in high-risk situations.

## ▲ Clear Development Goals – MEASURABLE OUTCOMES

Working one-on-one with an experienced business psychologist/coach, your executives will create a detailed development plan. **Clear and attainable goals will be outlined** with specified, measurable outcomes defined. Our development coach will facilitate meetings and encourage collaboration between your candidate and their direct supervisor in reaching these goals.

## ▲ Experienced Coaches – EXPERT COACHING

EASI•Consult's® coaches have extensive experience working with managers, directors and officers within **Fortune 500 companies in the U.S. and organizations worldwide**. We've provided executive coaching for the top 100 executives of an industry-leading consumer products company. The success of this effort resulted in the design of our organization development approach, **IMPACT™**. The process focuses on personality assessments of work groups as a tool for organizational change. (See our *IMPACT™ for Organizations* program material.)

## ▲ Follow-up and Consultation – CONTINUED SUPPORT

**You are never left on your own to implement our recommendations.** Our coaches continue to work with your executives on their development. Weekly and monthly schedules are established for continued follow-up coaching and support. We work with your valued employee until the job is complete.