



Executive Coaching

At KC Consulting, we provide highly effective, confidential executive coaching to help business leaders develop a clear understanding of their leadership objectives, strengths, development areas and their value to the organization.

How the Process Works

We begin by meeting with you to understand your current business priorities, the scope and complexity of your role, and the challenges you are facing. We listen carefully and ask thoughtful questions to gain an understanding of you, your concerns and what you hope to gain from Executive Coaching.

Next, in a format that fits your needs and preferences, we provide a customized assessment package, which typically includes personality and workstyle surveys as well as 360° feedback.* With that insight as a background, we then work together in a series of ongoing, confidential, one-on-one coaching sessions. This process generally involves some combination of:

- ◆ In-person goal-setting and feedback sessions
- ◆ In-person interviews with your boss, peers, and direct reports
- ◆ In-person and telephone coaching sessions, conducted monthly or bi-monthly
- ◆ On-site “shadowing” with you

We’re Committed to Your Leadership Development

Our coaching style emphasizes developing a close rapport, giving feedback in a confidential and supportive manner, listening, challenging assumptions, and maintaining a sense of humor. The engagement length depends on the needs of the executive, typically:

- ◆ 6–12 months for mid-level executives (VP, Director level)
- ◆ 12–24 months (C-suite executives, board members and other high potential senior executives).

While each coaching engagement is unique, some common areas of focus include:

- ◆ Enhancing interpersonal style and influencing skills
- ◆ Delivering effective feedback to direct reports
- ◆ Accelerating integration into a new leadership role
- ◆ C-suite: “lonely at the top,” sounding board, safe haven
- ◆ Managing conflict
- ◆ Managing change

Our credibility in providing practical and pragmatic coaching is informed by the extensive executive experience of founder and principal Kim Conklin. She brings over three decades of global HR experience in Fortune 10 and private organizations, across multiple industries.

BENEFITS OF KC CONSULTING EXECUTIVE COACHING

- ◆ Obtain objective feedback on strengths and development areas
- ◆ Strengthen your leadership effectiveness and confidence
- ◆ Improve ability to flex leadership style to fit the needs of the organization
- ◆ Strengthen sensitivity to how you are perceived by others

Prior to launching her own HR consulting practice in 2012, she was Chief Human Resources Officer of a privately held global technology company, spanning 16 countries and over 3,700 employees.

If you’re seeking to improve your leadership capabilities, we offer expert, empathic support and insight. To begin the dialog, please call us.

*KC Consulting is a certified facilitator for industry leading 360° assessment instruments, including: Benchmarks® for Executives™, Workplace Performance 360°™, and Leadership Agility® 360. KCC is also certified to deliver the Myers-Briggs® assessment tool and FIRO-B®, FIRO-Business® and TKI® Conflict Mode Instruments.