

Executive Tune-Up™

This is our most affordable coaching program. It is so targeted to a specific need that it does not require a large commitment of time or money.

Flexible/Effective/Affordable/Non-Invasive to Schedules



Executive Tune-Up™ Description. The *Executive Tune-Up™* process is a series of brief, intense, and highly focused coaching sessions designed to help individuals or small groups address specific deficiencies in interactions or results. The focus of the coaching sessions is an exploration into behaviors and an examination of motives and intent. By discussing and highlighting the differences between intended and actual results, alternative strategies & behaviors that deliver the intent without the negative consequences are identified. A plan of action is developed to adopt the new behaviors and implementation of the plan is scheduled. A follow up to measure effort and progress in the change process is also scheduled. The *Executive Tune-Up™*

process may or may not include a 360° feedback assessment to identify how the specific deficiencies are impacting others.

There is no typical *Executive Tune-Up™* timeline, since no two situations require the same intervention. Each intervention is tailor made to fit within your budget and time constraints.

Some typical issues where the *Executive Tune-Up™* helps include:

- Poor at managing performance of direct reports
- Ineffectual handling of conflict
- Deficiencies in holding oneself accountable
- Not empowering/delegating well
- Excessive "fire-fighting"
- Inappropriate use of power and authority
- Unapproachable with contrary or disconfirming data
- Poor at motivating others
- Being verbally aggressive
- Unproductive problem-solving
- Poor inquiry and advocacy
- Insufficient praise & recognition to direct reports
- Questionable decision-making
- Imbalanced priorities
- Not seeing problems in new ways
- Unproductive team working
- Hiding/withholding information; politicking
- Weak relationship building
- Monologuing (all talk, no listen)
- Uncreative approaches
- Jumping to premature conclusions
- Unreceptive to feedback
- Micromanaging
- Weak at personal organization skills
- Ineffective in holding others accountable
- Deficient listening skills