

# Executive Coaching



As a leader, you are aware of what your problems are, but you may not have a plan to resolve them or the people ready to implement the plan if you have one. The insight of a trusted coach who advises and supports you through these kinds of challenges can help ensure that the desired outcomes you are picturing in your mind are finally achieved.

Even if you're considered an exceptional leader, you can get buried in the constraints of day-to-day demands with little time left for critical thinking. A coach ensures that you find time to think at a higher level and that you and your organization benefit. The direct, and personal, relationship with your coach gives you the opportunity to evaluate what is—and freely think about what's possible. As your executive coach, we can serve as your thought partner in:

- Strategic planning
- Effective communication
- Accelerated onboarding
- Planning for board and other critical meetings
- Managing change
- Developing team leadership skills
- Developing high potentials
- Resolving relationship conflicts

Working one-on-one with you, we will review your business strategies and objectives, and your personal goals. Together, we'll prioritize the things that add value to your business and skills as a leader.



## Coaching Means More Clarity and Confidence

Coaching offers a collaborative environment that brings clarity and quiet confidence to your leadership. It becomes a personal and unique support system that enables you to:

- Turn challenges into opportunities that create better outcomes
- Develop more creative solutions to long-standing challenges
- Align management practices with organizational objectives
- Gain the knowledge, tools and support to be a more effective leader
- Address daunting business and personal challenges that are sapping your time and energy
- Pursue your professional and personal development and goals
- Leverage your strengths

## The Coaching Process

Coaching is often short term and specific to a particular issue or personal challenge that an executive or manager is currently having. It's a deep and individual dive into a leader's characteristics, both strong and weak, to determine the most effective ways to accentuate the positives in ways that meet challenges and objectives.

With 25 years of experience working with executives, Chet Marino will collaborate with you to ensure that leaders develop relevant skills that align with your company's talent and business strategies, and are anchored to your mission, values, and culture. Contact Chet to explore how he can help you or your team step out of the day-to-day and spend more time in the role leaders are meant to play in moving your business forward. Chet is a highly effective thought partner at every leadership level.

## Assessments

**Scientifically validated assessments for measuring and managing talent, ideal for use in selection, development, coaching, team effectiveness and succession planning**

### MHS Systems

For almost 20 years, organizations have trusted the science that underpins the EQ-i 2.0 to help improve human performance. Being the first scientifically validated measure of emotional intelligence (EI), coupled with research from premier organizations, means you can count on the EQ-i 2.0 to add robustness and accuracy to your talent management initiatives.



### TTI Success Insights

TTI Success Insights is the world's leading source for research-based, validated assessment and coaching tools that enable organizations to effectively meet their talent management needs and transform potential into productivity, performance and profits.



### Hogan Assessment Systems

World renowned as the premier authority in personality assessment, Hogan has set the global standard for predicting job performance for over three decades, building on a reputation of innovative leadership in providing scientifically-based personality assessment solutions for business and industry.



### The Booth Company

360 feedback assessments measure a variety of leadership competencies that can include decision making, being assertive with ideas, communicating more clearly, and clarifying goals and objectives. Unlike traditional reviews and feedback, 360 feedback evaluates job performance based on confidential responses from peers, direct reports, and other stakeholders.



*There is no better investment or potential for return than in the development of your people.*



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