TAP in Leadership Coaching and Consulting

the cost of leader development is far less than the cost of failure©

by Lindiwe S. Lester, September 2017

Do either of these internal voices sound familiar to you?

- "I won a highly-coveted job promotion. I'm motivated and ready to jump right in. But inside I admit I've never done this job before, and I'd like to think through how to apply my skills to be successful in this new role."
- "I'm a seasoned executive, been successful for decades. Everything I touched turned to gold, except now. Things are changing fast, demanding more--and I'm not entirely certain how I need to position myself for growth."
- "It would be great to have someone help me think through my next steps. I can't go to the Board; they expect me to have all the answers."

If you answer "yes, that's me!" to any of these, you are not alone.

Research consistently demonstrates:

- Leaders indicate experiencing leaps in learning and higher productivity, just a few of reported coaching benefits
- 50-60% of executive leaders report feeling extremely stressed in their jobs
- Most organizations do not provide onboarding for their new executives, which undermines success

"Leaders can improve their leadership effectiveness through self-development and massive doses of feedback…It is better to focus on pushing out strengths then fixing jagged edges." Extraordinary Leader, Zenger & Folkman

Consider this Idea:

Proactively investing in executive success has huge pay-offs. Leaders, from U.S. presidents to junior executives preparing for new roles, are betting on the growth in productivity and business results that can accrue from coaching and other development experiences. Spending six months or more with an executive coach helps leaders discover or rediscover their own resources to lead, grow and inspire others.

☛**Remember:** The cost of failure is high for organizations and leaders. Lost productivity for leader and direct reports, hiring interim staff, ramp up time and onboarding a new hire, and untold dollars in diminished morale are ripple effects.

For support in this key business area, reach out today. Visit www.tapinconsulting.com to view our focused suite of leadership coaching services. Contact Tap In Consulting at info@tapinconsulting.com or call us at 312.520-1887