



BOXERADVISORS
Translating Insights Into Action

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COACHING CAPABILITIES

2025

Boxer Advisors Coaching Capabilities

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Corporate Structure

Small Business

Contact Information

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Core Coaching Offerings

- Executive Coaching
- Team Coaching
- Career Coaching
- Action Learning Coaching
- Change Management Coaching
- Strategy Coaching
- Behavioral Coaching

The Boxer Advantage

Experience

- ❖ 30+ years in business with 80% repeat clients
- ❖ Proven success with Federal agencies and Fortune 1000 companies

Leader in Coaching

- ❖ Expertise in designing and managing leadership coaching programs
- ❖ Diverse, top-tier coaching panel adaptable to executive and organizational needs

Results Driven

- ❖ Goal-oriented service delivery
- ❖ ROI-driven evaluation

Boxer Advisors, LLC

Boxer Advisors, LLC is a small business specializing in professional development training, coaching, and consulting services tailored to Federal agencies and select for-profit and nonprofit organizations. Alongside our carefully selected partners, we bring decades of experience helping clients develop core competencies, drive organizational change, and build a diverse, high-performing workforce.

At Boxer Advisors, our mission is clear: to empower leaders, teams, and organizations to achieve measurable and lasting success through tailored solutions. With over 30 years of experience and a diverse panel of certified coaches, we provide cutting-edge coaching services that transform leadership capabilities, foster strategic alignment, and drive impactful organizational change. Our approach ensures a seamless experience for our clients, resulting in an 80% repeat business rate and proven ROI across sectors.

Why Organizations Need Executive Coaching

Strong leadership has always been a cornerstone of high-performing organizations. However, in the wake of the evolving workforce landscape, the demands on executive leaders are shifting. To meet these challenges and position themselves for long-term success, organizations must invest in building leadership capabilities that align with the future of work.

Executive coaching provides a strategic solution to these challenges. By empowering leaders to adapt and grow, organizations can turn these disruptions into opportunities for innovation and resilience.

Key Benefits of Executive Coaching:

- ❖ **Adaptability in a Changing Environment:** Equip leaders to effectively navigate uncertainties and seize opportunities in dynamic market conditions.
- ❖ **Strategic Execution:** Build the skills necessary to align leadership actions with organizational goals and strategies.
- ❖ **Leadership Development:** Enhance skills that reduce executive burnout, foster resilience, and boost employee engagement across teams.
- ❖ **Improved Performance and Retention:** Reduce the costs associated with turnover, improve customer satisfaction, and create a culture of sustainable success.



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Coaching Capabilities Summary

Boxer Advisors, LLC brings a diverse pool of highly experienced executive and business coaches, most of whom have been certified by the International Coach Federation (ICF) and are involved with coach education by developing and influencing the standards of coaching practice being adopted industry-wide. They have worked together as a team and as sub-groups on a variety of large-scale projects requiring both coaching and organizational development expertise. When you choose Boxer Advisors for your coaching needs, you receive:

- A cadre of highly experienced, seasoned coaches that help leaders focus on opportunities to improve their personal leadership skills and enhance their contribution to their organization.
- A diversity of coaching styles and personal backgrounds
- Access to a variety of 360 evaluations and assessment tools that are easy for leaders to interpret and can easily be connected to organization-specific core competencies
- Extensive experience helping clients implement assessment tools to calculate return on investment
- The ability to make program stakeholders look good
- Using approaches that draw from the body of knowledge related to transformative change, appreciative inquiry, systems thinking, emotional intelligence, leadership, collaboration, conflict resolution, adult learning, integral theory, human development stage theory, and ontological and somatic coaching, we educate our clients. We provide a common lexicon with which to discuss breakdowns in the face of high-stake complicated circumstances and deliver coaching support to individual managers, leaders and, where appropriate to their teams, to improve interactions and reinforce learning. We ask the question, “For the sake of what?”

What does the leader do more, less, or differently to enhance their contribution to the organization?

What does the individual need to further their career and professional development?

With answers to the above questions, Boxer Advisors provides coaching as a tool for leadership development in one or more of the following coaching domains:

Behavioral Coaching: Helping executives/leaders/managers increase effectiveness by achieving positive long-term change in interpersonal behavior, specifically by helping them enhance relationships, increase their ability to manage conflict, and expand emotional intelligence.

Strategy Coaching: Helping senior leaders who are new to leading a reorganized or acquired operation create a business strategy or helping senior leaders shift their attention from leading an operation within the organization to executive-level leadership.

Coaching for Organizational Change: Helping leaders change organizational cultures and systems and attain aggressive performance goals. The coach may, at times, take on the role of teacher, consultant, or architect.

Coaching for Leadership Development: Helping organizational leaders to develop and retain key talent by installing systems that ensure a pipeline of capable future leaders. In this circumstance, a coach would strive to help an entire unit or organization, not just individuals or teams.

Action Learning Coaching: The Action-learning process assists organizations in solving complex problems through the collaboration, creativity, and critical thinking of diverse team members. The action-learning coach facilitates the group’s ability to learn, enabling them to identify the “real” problem and come up with a cohesive solution. It is assumed that each member is entering the group voluntarily and is committed to rigorously pursuing personal change and self-improvement

Team Coaching: When coaching top-level leaders, our coaches are frequently asked to shadow the leader as he/she works with their team. Our coaches are equipped to work with leaders on issues with their teams behind the scenes *and* within



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the team. Our coaches understand what is required to work successfully with groups and how to assess current performance to determine the critical issues that demand team discipline. The coach's role is to help leaders get new teams/groups off to a fast start or help struggling teams/groups "get unstuck" and back on track.

Career Coaching: Helping individuals plan careers that are integrated with their lives. The focus is on personal growth with demonstrable value to the organization. This kind of coaching helps individuals and organizations connect the holistic needs of knowledgeable workers and the bottom-line needs of organizations.

Coaching Philosophy

Coaching engages people in ways that acknowledge and honor their individuality. Coaches serve as outsourced suppliers of candor, providing individual managers with the objective feedback needed to nourish their growth.

But coaching doesn't end with self-awareness. It is a form of active learning that transfers essential communication and relationship skills. Great coaches sniff out hidden truths. They tend to be curious and to ask penetrating questions. The ability to turn over rocks and discover what lies beneath is critical to organizational health and success.

Through coaching, leaders change how they think and act and, as a result, potentially impact morale, productivity, team effectiveness, employee retention, work quality, costs, etc. Myriad benefits begin to show up with gains in these areas. Intangible benefits include systematically thinking more strategically, planning more effectively, communicating better, experiencing greater clarity of purpose, improving fiscal management, increasing customer satisfaction, and at the senior and executive levels, increasing collaboration between units.

Coaching Approach

Each coaching engagement is custom-designed to meet the needs of the individual and organization. It is assumed coaching recipients are entering into the coaching relationship voluntarily and are committed to pursuing personal change and self-improvement. Further, it is assumed that coaching, as a method of professional development, is valued by the organization as the most effective way to develop the coaching candidate and is seen as an investment in leadership talent, not as a last resort measure to "fix" problem performance. It is understood by all parties that coaching sessions are private and confidential.

Design Coach Briefing/On-Boarding Document

Boxer Advisors develops a Briefing Document to be used to orient coaches to the client's mission, designated leadership competencies, coaching program objectives, policies, procedures, and protocols for each engagement. We synthesize and formalize this information so it can be conveyed uniformly and concisely to each coach assigned to the project or to new coaches should the need arise to replace a coach.

Determine Coach Selection Process

Based on the leader's developmental goals, professional area, and coach gender preference, our Executive Coaching Practice Leader recommends up to three possible coaches per coaching candidate for senior and executive leaders. When coaching services are offered to emerging leaders or middle managers, a coach is typically assigned. We introduce coaches by sending selected biographies to the coaching candidate.

Provide Guidance for Chemistry Check Meeting (for those offered their choice of coach)

After reviewing the bios of the three introduced coaches, the coaching candidate ranks the three coaches in priority order and arranges for a "chemistry check" with the top-ranked coach first. The primary objective of this meeting is for the coach to begin to develop rapport and trust, demonstrate credibility as someone capable of helping the coaching candidate grow



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in desired areas(s), and assess the coaching candidate's understanding of their current performance as it relates to organizational needs. Assuming the initial meeting goes well and both parties agree the relationship is a viable fit, the engagement officially begins. If the coaching candidate chooses to meet another coach before deciding with whom to work, they arrange to meet the next coach on the list. The coaching candidate may meet up to three coaches before selecting a coach.

Establishing Goals and Preparing Coaching Agreement

Together, the coach and coaching recipient develop preliminary coaching goals with input from the coaching candidate's manager. Whenever possible, a face-to-face conversation occurs between the three parties. During this conversation, the coaching recipient takes the lead in presenting their specific learning priorities, goals, and desired outcomes. Their manager then reacts and provides input and, ultimately, approval.

Multi-rater (360) feedback data may be collected directly before or directly after this conversation and is used to further identify, clarify or validate a participant's development needs. In addition, the organization-associated definitions may be used to help target desired outcomes in the context of organizational priorities.

The coach designs/customizes experiential learning activities to accelerate desired growth/change/improvement. The coaching recipient completes a development plan (provided as a standard coaching protocol) with their coach, stating agreed upon developmental priorities, learning objectives, desired outcomes, and learning activities. It includes associated progress indicators, required resources, and success measures. The coaching recipient is responsible for providing copies to their manager and coach.

Assessing Leadership/Collecting Performance Data

We have broad-based expertise with an array of 360° assessments that meet standards for validity, reliability, and effectiveness. We provide targeted feedback, follow-up coaching, and action-planning processes for the individual, along with a systematic methodology for developing strengths and overcoming blind spots. A Boxer Advisors significant advantage is that we have extensive experience using competency-based assessment tools to support the development of leaders and are experienced and/or certified with a number of instruments, including DiSC, PDI, LPI, Clifton Strengths Assessment, Meyer's Briggs, Learning Styles Inventory, Firo-B, TKI, Kolb Learning Style Inventory, and the Five Dysfunctions of a Team.

Executive Coaching Experience

Our extensive experience working with mid-level managers and senior-level executives in Fortune 1000 Corporations and the Federal government ensures a quick start and a smooth long-term program. Lessons learned from previous engagements allow our coaches to anticipate and avoid problems experienced by others. Since our coaches have worked with federal government agencies, not-for-profit organizations, and multiple private sector companies, their learning curve is shorter, and their ability to grasp organization-specific issues is high, thereby allowing them to quickly provide practical, tangible guidance.

Client engagements that demonstrate executive and leadership coaching services provided by our team:

Coaching for Federal Health Organization. Designed and managed coaching programs for senior and mid-level managers as part of leadership development activities within several departments and agencies within the Federal health organization.

Coaching for an Integrated Solution to Improve Leadership Performance. Designed a Leadership Development Program and provided 8 coaches to support it with follow-on coaching. Also coached three C-Suite leaders plus six teams charged



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with executing dramatic change resulting from restructuring.

Executive Coaching for International Banking Institution. Executive coaches provide services to emerging and senior-level managers in headquarters and field offices. Advise program managers responsible for building systemic programs. Provide administrative oversight, marketing materials, and assistance. Success has led to a recent initiative to expand coaching throughout the organization

Coaching in Support of Enterprise-wide Reorganization. Under contract with Mr. Boxer’s previous company, many of our coaches provided executive coaching services supporting a large-scale enterprise-wide reorganization. Coaching has successfully addressed personnel and productivity issues related to dramatic culture change resulting in program expansion.

Coaching to Support Large-Scale Organizational Change Initiative. Supported large-scale organizational change initiatives within a Federal government agency. Helped manage restructuring and transition issues; coached senior leaders, mid-level managers, and their teams; facilitated strategic planning sessions; and provided leadership training and communication consulting. A formal ROI study cited a 70% return on investment. 75% of clients surveyed reported significant improvements in managers’ productivity, workgroup cohesion, project completion, and service quality. 80% of clients reported improved communications with employees, improved collaboration with peers, and improved decision-making and teamwork.

Coaching Bench Strength

Our coaching bench comprises a cadre of highly experienced, seasoned coaches who specialize in helping leaders enhance their personal leadership skills and elevate their contributions to their organizations. Representing diverse coaching styles and personal backgrounds, our coaches are industry-leading experts certified by the International Coaching Federation (ICF) at all levels. Located across the country, they are available for both in-person and virtual coaching, with demonstrated success in making virtual coaching as impactful as face-to-face sessions. Our team is certified and experienced in using a variety of industry-leading assessment instruments, enabling tailored and effective coaching solutions for leaders at every level.

The chart below represents the diverse pool of coaches that Boxer Advisors offers, broken out by specified locations throughout the United States.

Location	# of Coaches	Levels of ICF Certification
East Coast / Washington, DC	40+	MCC, PCC, ACC, CPC, ACTC
West Coast	3	MCC, PCC, ACC
Mid-West	4	MCC, PCC, ACC
South	10	PCC, MCC, CPC

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As a boutique training, coaching and consulting firm, **Boxer Advisors** offers a comprehensive single-source solution for addressing clients' needs. We are equipped to help organizations strengthen their capacities, improve their operations, and energize their workforce by teaching the skills that drive collaboration, strong execution and efficiency. Our team of highly specialized professionals brings strong, in-depth experience in our core capabilities, including:

Change Management Consulting	Coaching and Facilitation Services	Professional Development and Training	Employee Engagement Support
<ul style="list-style-type: none"> • Change Management Services • Communications Consulting • Core Competency Development • Organizational Development • Instructional Design Services • Team Building Services • Strategic Planning Services 	<ul style="list-style-type: none"> • Action-Learning Coaching • Executive Coaching • Group Coaching • Career Coaching • Meeting Design and Facilitation • Train-the-Trainer • Individual Assessment Tools 	<ul style="list-style-type: none"> • Career Development • Communication Skills • Engagement and Retention • Instructional Design Services • Individual and Organizational Assessments and Tools • Leadership Development 	<ul style="list-style-type: none"> • Engagement and Retention Training • DEI Training • Mentoring Training & Consulting • Career Development Training • Communications Support • Career and Pre-Retirement Training • ROI Assessments

We understand what it takes to operate in a dynamic environment characterized by budget constraints and the need to adapt and facilitate innovation and change. We also understand the need to operate in a multi-generational environment that necessitates a robust, consistent, and integrated approach to learning and development across the organization. We offer our clients the following experience and capabilities in addressing these challenges.

- **Extensive experience adapting, designing, developing, and delivering customized solutions at all levels:** Through innovation, customer-focus, and results-oriented services, we are driven towards providing multi-dimensional solutions that consistently improve outcomes for our clients and reduce risk. We offer highly customized solutions that:
 - Address client's needs, objectives, outcomes, and budgets
 - Produce tangible return on investment and leverage investments already made
 - Take the mystery out of measuring improvement and return on investment
 - Enhance the careers of staff members at all levels
 - Leverage our long history of success and extensive experience
 - Are backed up by sound research and relevant industry benchmarking
- **Competent and experienced instructional designers, facilitators, consultants, coaches, and project management staff:** Our business model is unique in providing you with readily available, extensive, and qualified training, coaching, and consulting resources. Our trainers, coaches, consultants, partner firms, and managers are recognized experts and published authors with the highest levels of certification and professional credentials. Each has extensive experience working with senior professionals, as well as those at more junior levels.
- **Experience getting buy-in to learning solutions:** Boxer Advisors has deep experience and a keen understanding of working with populations resistant to outside consultants and/or engaging in training delivered by outside facilitators. This experience has helped us implement solutions for highly skeptical employee populations by:
 - Not "straight-jacketing" participants into one prescriptive approach, but assisting the audience to explore how to adapt key concepts to help them enhance their skills
 - Demonstrating a sincere interest in the participants' backgrounds and a natural preference for the technical aspect of their jobs. This curiosity helps us connect with participants, accelerating the connection of concepts to daily work and helping us to develop strategies to attain credibility with participants quickly.
 - Incorporating organizational-specific examples and real-life situations allows participants to walk away with action plans that can be implemented immediately and ensure relevancy to their current position.



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Framework for Our Work with Clients

What follows is an example of our process for working with our clients at Boxer Advisors, LLC.

How can I set the foundation?



What's the best fit?



What can I do to help create focus and ROI?



Develop Partnerships

- Internal consulting capacity building
- Communication consulting
- Strategic planning: facilitation of “Insights into Action” sessions

Recommend and Integrate Best Value Solutions

- Large-scale training implementations
- Specific training requests that provide opportunities to enhance leadership capabilities, improve communication and/or improve some critical skill
- Organization change initiatives that require some combination of consulting, coaching, and/or training
- Individual and organizational assessment tools
- Talent management consulting
- Executive coaching assignments: individual or leveraging our cadre of coaches

Translate insights into Action

- Performance consulting support
- Measurement of return on investment of initiatives

BOXER ADVISORS Company Information

Based in Bethesda, MD

Boxer Advisors, LLC is a small business, centrally located to serve the Washington, DC, Virginia, Maryland corridor with access to consultants, coaches, facilitators and trainers worldwide. Our firm offers:

- Decades of consulting, coaching & training experience
- 30+ certified organizational development consultants, coaches & trainers worldwide
- Over **100** standard training offerings
- Support to over 50 federal agencies and Fortune 1000 companies
- Level of measurable ROI to warrant an 80% repeat business rate

Sub-Contract Vehicles

GSA Schedule Contract #47QRAA24D009N

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