



How to Know When Your Leadership Team Needs Executive Coaching

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Executive coaching | Leadership team coaching | Executive leadership coaching | Leadership development

Even talented leadership teams can reach a point where experience alone is not enough.

Growth, organizational change, competing priorities, communication breakdowns, new executives, rapid expansion, or unresolved conflict can expose leadership gaps that were easier to manage when the organization was smaller or less complex. Executive coaching can give leaders a confidential, structured environment to examine what is happening, strengthen how they lead, and make changes before leadership challenges become organizational problems.

Executive Coaching Is Not Only for Leaders Who Are Struggling

One of the biggest misconceptions about executive coaching is that it is corrective. In reality, many organizations use executive leadership coaching to strengthen already successful leaders, prepare executives for greater responsibility, improve collaboration across the leadership team, and help the organization navigate its next stage of growth.

The question is not simply, "Is something wrong?" A better question is, "Could our leaders be more effective with the right outside perspective, tools, accountability, and development?" When the answer is yes, leadership team coaching may be a strategic investment rather than a response to a crisis.

1. Your Leadership Team Is Not Communicating Well

Senior leaders may be individually capable but still struggle to communicate as a team. Information may remain inside departments, executives may leave meetings with different interpretations of the same decision, or employees may receive conflicting direction. Executive coaching can help leaders strengthen communication, clarify expectations, listen more effectively, and create healthier patterns for sharing information.

2. Meetings Are Full of Discussion but Short on Decisions

If leadership meetings repeatedly revisit the same issues, end without ownership, or produce action items that are never completed, the problem may be bigger than meeting structure. Coaching can help leaders examine decision-making, accountability, avoidance, role clarity, and the behaviors preventing the team from moving forward.

3. Conflict Is Being Avoided - or Becoming Personal

Healthy leadership teams do not eliminate disagreement; they learn how to use it productively. When executives avoid difficult conversations, form alliances, communicate through other people, or allow disagreement to become personal, the effects often spread throughout the organization. Leadership team coaching can create a structured environment for addressing conflict while protecting trust and professional relationships.

4. The Organization Has Grown Faster Than Its Leaders

The skills required to lead a small organization may not be enough to lead a larger, more complex one. Leaders who once managed daily operations may now need to delegate, think strategically, develop other managers, communicate across departments, and make decisions with broader financial and organizational consequences. Executive leadership coaching can help leaders grow at the same pace as the business.

5. Strong Individual Leaders Are Not Functioning as a Strong Team

A group of high-performing executives does not automatically create a high-performing leadership team. Leaders may compete for resources, protect their departments, prioritize individual goals, or operate in silos. Coaching can help executives shift from leading only their function to sharing responsibility for the success of the entire organization.

6. Employees Are Feeling the Effects of Leadership Misalignment

Leadership problems rarely remain in the executive suite. Employees notice inconsistent expectations, conflicting priorities, unresolved tension, frequent changes in direction, and leaders who do not appear aligned. If employee engagement, morale, trust, or retention is declining, it may be worth examining what is happening at the leadership level.

7. New Executives Have Joined the Organization

A new CEO, COO, executive director, or senior leader can bring valuable ideas and a fresh perspective, but leadership transitions can also create uncertainty. Executive coaching can help new leaders understand the organization before making major changes, build relationships, clarify expectations, assess team dynamics, and establish credibility without unnecessarily disrupting what is already working.

8. Your Leaders Are Spending Too Much Time in the Weeds

Executives who remain involved in every operational decision may have difficulty creating space for strategy. Coaching can help leaders examine delegation, trust, priorities, role boundaries, and how they spend their time so they can move from constantly solving today's problems to preparing the organization for tomorrow.

9. Accountability Is Inconsistent

When deadlines are missed without follow-up, difficult performance conversations are postponed, or expectations vary depending on the leader, employees receive mixed messages. Executive coaching can help leaders establish clearer accountability, address problems earlier, and create consistency without building a punitive workplace culture.

10. The Team Is Navigating Significant Change

Mergers, restructuring, new technology, rapid growth, funding changes, leadership transitions, new programs, or shifts in strategy can place enormous pressure on a leadership team. Coaching can help executives slow down enough to consider the people, operational, financial, and community impacts of change while communicating with greater clarity and confidence.

11. Leaders Need Greater Executive Presence and Influence

Technical expertise can take someone far in a career, but senior leadership also requires credibility, composure, communication, influence, and the ability to lead through uncertainty. Executive coaching can help leaders strengthen their presence while remaining authentic to who they are.

12. You Have High-Potential Leaders Who Need to Be Ready for More

Leadership development should not begin after a promotion. Organizations can use coaching to prepare emerging executives for greater responsibility, strengthen succession planning, develop strategic thinking, and create a stronger internal leadership pipeline before critical positions become vacant.

What Executive Coaching Can Help a Leadership Team Develop

A customized executive coaching or leadership development engagement may focus on **executive presence, communication, emotional intelligence, strategic thinking, accountability, delegation, conflict resolution, difficult conversations, decision-making, team dynamics, workplace culture, leading through change, employee engagement, succession planning, and leadership pipeline development**. The exact focus should reflect the organization's goals rather than a generic coaching curriculum.

Individual Coaching or Leadership Team Coaching?

Sometimes one executive needs individualized support. In other situations, the challenge exists in the way the leadership team works together. Organizations may benefit from a combination of **one-on-one executive coaching and leadership team coaching**, allowing individual leaders to work privately on their own development while the group strengthens communication, trust, alignment, and shared accountability.

The format can also include executive retreats, facilitated leadership sessions, assessments, half-day workshops, remote coaching, action planning, and follow-up sessions. The goal is to create enough structure for meaningful development while keeping the work connected to real business challenges.

How to Know If Coaching Is Working

Executive coaching should create more than positive conversations. Over time, organizations should be able to see behavioral and organizational changes. Leaders may communicate more clearly, address conflict sooner, delegate more effectively, make decisions faster, collaborate across departments, improve accountability, or demonstrate greater confidence and strategic thinking.

Depending on the engagement, progress can also be evaluated through leadership feedback, employee engagement, retention, internal promotions, completion of development goals, stakeholder observations, team effectiveness, or other measures connected to the organization's original objectives.

The Still Standing in Heels Approach

At **Still Standing in Heels Consulting**, we believe leadership development should reflect the real people and real challenges inside an organization. We work with CEOs and executives, senior leadership teams, emerging and high-potential leaders, new and first-time managers, department leaders, business owners, entrepreneurs,

women in leadership, nonprofit and association leaders, and organizations developing their leadership pipeline.

Our **executive coaching, leadership team coaching, executive leadership coaching, and customized leadership development** services can be delivered one-on-one or through team engagements, half-day training, retreats, facilitated sessions, and remote learning. We begin by listening, understanding the organization's goals and challenges, and identifying where leadership development can create the greatest impact.

The goal is not to make every executive lead the same way. It is to help leaders become more self-aware, intentional, confident, strategic, and effective - while creating a leadership team that can communicate, collaborate, make decisions, and move the organization forward together.

**Your leadership team does not have to be failing to benefit from coaching.
Sometimes the strongest leaders are the ones willing to keep developing.**

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Empowered People • Stronger Leaders • Limitless Impact**