



# Executive Coaching



How can you ensure your C-suite clients are able to run their organizations effectively today while also rolling out the plans needed to tackle uncertainty and achieve future goals? Birkman provides management consultants and executive coaches with data that taps into the underlying perceptions and motivations behind high level decisions, strategies, and priorities. Using The Birkman Method data, coaches can guide their clients to improved outcomes at every touch point and strategic decision.

## ■ Create a Targeted Coaching Framework for the C-Suite

- Implement executive coaching programs based on a foundation of rich personality data
- Tailor coaching to the perceptions and expectations of each executive
- Gain insight into group personality attributes that either enhance or detract from communication across leadership teams

## ■ Develop Effective Executives

- Educate executives to help them see past their behavioral blind spots at work
- Identify initiatives leaders are likely to prioritize and focus on those that may require greater attention
- Recognize and cultivate proactive behavior when leaders are under pressure

## ■ Manage Change Successfully

- Present strategies that leverage individual strengths to be most effective during times of change
- Identify how a leader is most likely to approach complexity and ways to compensate for any blind spots
- Be prepared for how different personalities will react to change



# One Assessment. Targeted Data. Scalable Solutions.

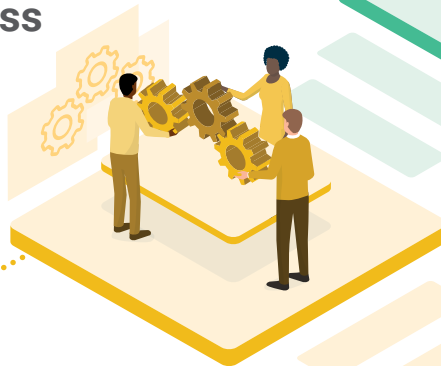
## ■ Succession Planning



## ■ Leadership Development & Coaching



## ■ Team Effectiveness



## ■ Talent Development & Engagement



## ■ Hiring & Selection



Let's Solve Together. Start the Conversation:  
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*Empower People  
and Performance*