

Case Story: Developing Leader Present ~ A Journey in Executive Enhancement

Inspire. Influence. Lead



From Uncertainty to Unstoppable

In today's competitive business landscape, executive presence is essential for leaders to command respect, inspire confidence, and drive organizational success. This case story explores the journey of Ernie Emerson, an emerging executive in the healthcare industry, as he embarked on a development journey to enhance his leadership presence with the guidance of Howes Consulting Solutions (HCS).

THE CHALLENGE

As Ernie transitioned into his senior leadership role, he recognized the importance of developing a strong executive presence to effectively lead his team and influence key

stakeholders. However, Ernie, an expert in his field, faces challenges in his new senior leadership role due to self-confidence issues, assertiveness struggles, and initial peer resistance.

Identified Issues: Ernie's genius in technical matters doesn't automatically translate to confidence in leadership situations. Additionally, he faces internal peer resistance making stakeholder influence challenging.

Coaching Focus: Ernie's coaching journey centers around three key areas: enhancing self-confidence, building rapport with peers, and assertiveness training.

WHY HOWES CONSULTING SOLUTIONS (HCS)?

HCS's provides a customized approach that equips senior leaders, like Ernie, to enhance their executive presence, ultimately improving their demeanour and impact.

Leadership Development: Our expertise lies in leadership development coaching to shape and redefine Ernie's leadership skills.

Healthcare Sector Experience: We have an in-depth understanding of the inner workings and priorities within the health care sector to provide Ernie with context-specific guidance.

Crafting Leadership Narratives: Our unique blend of storytelling expertise and organizational change insights ensures impactful leadership development for our clients, like Ernie.



Please note: The insights are drawn from actual events, with confidentiality meticulously preserved.

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THE SOLUTION: *INSPIRE, INFLUENCE, LEAD*

Our **three-phase coaching solution** is designed to empower leaders by harnessing the power of storytelling to inspire teams, influence with empathy, and lead with integrity.

1. Inspire:

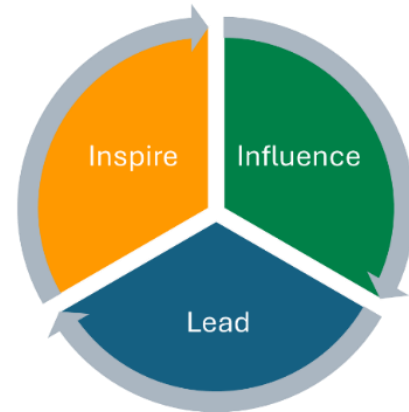
HCS worked closely with Ernie to clarify his leadership vision and values, igniting his passion and commitment to personal and professional growth.

- Storyteller-Centered Approach
- Purposeful Vision

2. Influence:

Leveraging HCS's knowledge in leadership development, Ernie learned strategies to enhance his communication skills, assertiveness, and executive presence.

- Strengths-Based Coaching
- Meaningful Moments Sharing



3 TELLTALE SIGNS YOU NEED LEADER PRESENCE COACHING

1. **Stepping into a new role:** If you've transitioned into a new leader position, a leadership coach can guide you through **the learning curve** and increased responsibilities.
2. **Feeling overwhelmed by Work Stressors:** When balancing competing priorities and managing a team becomes overwhelming, a leadership coach helps you develop **coping strategies** and regain control.
3. **Lack a reliable sounding board outside your leadership team:** Having a trusted advisor is crucial. If you lack such support, a leadership coach serves as a **valuable confidant**, providing objective insights and guidance.

3. Lead:

With the guidance of HCS, Ernie honed his leadership style and presence, leading with authenticity, confidence, and impact.

- Storytelling Culture Integration
- Strategic Decision Making

OUR APPROACH

- **Active Listening and Powerful Questioning:** We actively listened to Ernie's stories and asked powerful questions that prompted deeper reflection.
- **Strengths-Based Coaching with Storytelling:** We helped Ernie recognize and leverage his unique strengths through stories.
- **Strategic Decision Making:** We integrated stories into the strategic decision-making processes, using scenarios and real-life examples to enhance Ernie's leadership impact.

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RESULTS

As a result of his journey with HCS, Ernie experienced a significant transformation in his leader presence and effectiveness. Ernie exuded confidence and authority in his interactions with peers, subordinates, and senior leaders earning their respect and trust.

His communication skills were sharpened, enabling him to articulate his ideas, influence decision, and inspire action with clarity and conviction all through the power of story. Ernie's executive presence and leadership capabilities enabled him to foster collaborative relationships with his peers and drive positive change. So, what was Ernie's journey really like?

ERNIE'S JOURNEY

Ernie described to his team his ascent to senior leadership was not without its challenges; it exacted an emotional toll. Initially, as he stepped into his new role, he grappled with denial. Despite lingering self-confidence issues, Ernie maintained an inner dialogue: "I can handle this on my own." However, in those initial weeks he expressed feeling overwhelmed which led to self-doubt. His peers' resistance further compounded the pressure.

In this pivotal moment, Ernie sought guidance. Our coaching discussions led him to explore the need for professional support. As the coaching journey unfolded, Ernie experienced an unwavering commitment. He actively listened, reflected on his innate strengths, and wove his experiences into impactful narratives. Positive changes emerged—his confidence soared, and his communication skills sharpened.

Ernie's leadership style evolved, and the response was clearly positive. Authenticity became his brand, and his impact resonated throughout the organization. Ernie's transformation underscores the power of coaching and authentic leadership.

CONCLUSION

Ernie's journey in executive enhancement with HCS demonstrates the transformative power of leadership development and coaching with a storytelling focus. By investing in his personal and professional growth, Ernie not only strengthened his executive presence, but also positioned himself as a dynamic and influential leader in his organization. Aspiring executives can learn from Ernie's experience and embark on their own journey to unlock their full potential and make a lasting impact in their respective fields.

Are you ready to take the next step in your leadership journey and achieve similar results? Let's connect and chart a course for your success.

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ACTIONABLE TAKEAWAYS

- **Acknowledge Vulnerability:** Denial can hinder growth. Recognize when you need external guidance.
- **Embrace Exploration:** Be open to coaching conversations. Explore your leadership journey with intention.
- **Commit to Growth:** Actively engage—listen, reflect, and **tell your story**. Positive change awaits those who commit.