

LEADERSHIP COACHING PRACTICE by Arete



Clients partner with our expert coaches to identify behaviors and remove barriers keeping them from driving positive outcomes and results.

ARETE Coaching Approach:

- We approach coaching from the whole-person perspective.
- Our coaches are highly accessible to their clients including quick, 10-minute “coach up” conversations when requested.
- We are flexible and able to design coaching engagements specific to the needs of the client.
- Coaching is available in 4, 6, and 12-month engagements.
- Our focus is on the long-term success of the client. We remain connected for life and provide useful leadership resources.
- Our clients typically are mid-level to senior high potential leaders.

Our Coaching Framework:

- Initial Engagement Meeting with participant and their supervisor
- One-on-one initial in-person meeting with participant
- Assessments and Live 360 meetings with key individuals
- Assessment results review meeting
- One-hour coaching sessions every two weeks
- Mid-point check-in meeting with participant and supervisor
- Final check-in meeting with detailed evaluation and sustainability recommendations
- A check-in call three months after our engagement ends

Pricing:

Four Month Engagement	\$10,000 USD
Six Month Engagement	\$15,000 USD
Twelve Month Engagement	\$25,000 USD

Travel and materials will be billed at cost.

Interested? Contact us today for more information and to get started.

Doug Patrick

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Tim Shaffer

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214-534-4375



Doug Patrick

Partner, Executive Coach

Doug Patrick is a Partner in Arete Coaching Group, a leadership development company. Doug's focus is on providing individual leadership coaching, team coaching and effectiveness and talent consulting.

During his 30 plus years in business, operations and human resources, Doug has served in a variety of leadership roles in both field operations and strategic corporate positions. He most recently held the role of Senior Vice President, Human Resources for the Americas region with Hyatt Hotels Corporation. He has extensive experience in multi-national, large scale organizational change efforts.

Doug successfully took on and resolved complex business and talent challenges. He has built a strong strategic reputation in delivering talent solutions and results. Doug's career accomplishments include successes in the areas of culture change, employee engagement, mergers and acquisitions, large organization restructurings and more. He is known as a gifted coach, listener and creative problem solver.

To complement his executive coaching and team coaching engagements, Doug is certified to administer and coach utilizing various assessments: Hogan Suite, LEA360 Suite and Caliper Profile.

Doug has held senior leadership and board roles with the Make- A-Wish of Illinois Foundation, Penn State Hospitality School, American Hotel & Lodging Association and the Human Resources Management Association of Chicago. He is a member of the International Coaching Federation and the Society of Human Resources Management.

Doug holds a Bachelor of Science degree in Hospitality Management from the Pennsylvania State University. He has attended programs at Northwestern University, Harvard University, Cornell University and Loyola University.



Tim Shaffer

Partner, Executive Coach

Tim Shaffer is a Partner in Arete Coaching Group, a leadership development company. The Greek word, *Arete*, in the basic sense means *to fulfill one's purpose and excellence*. The mission of Arete Coaching Group is to support leaders and teams to fulfill their purpose and achieve results with excellence. Tim's focus is on providing individual leadership coaching, team coaching and talent consulting.

During his 29 plus years in business, operations and talent development, Tim has served in a variety of leadership roles in both field operations and strategic corporate positions. He most recently was responsible for Learning, Leadership Development and Performance Management for Hyatt Hotels for the Americas region. He has experience in large-scale organizational change efforts including managing the psychological and emotional impact change creates.

Tim has taken on and resolved complicated business and talent challenges. He has built a strong reputation in delivering talent solutions and results. Tim's career accomplishments include successes in the areas of culture change, employee development, employee engagement, organization restructurings, talent pipelining and more. He is sought after for his executive coaching by senior leaders. Tim is a master facilitator and gifted speaker.

To complement his executive coaching and team coaching engagements, Tim is certified to administer and coach utilizing various assessments: Hogan HPI, Hogan HDS, Hogan MVPI, LEA360 Suite, Myers-Briggs Type Indicator, Individual Transitions in Organizations (ITO), Managing Organizational Transitions (MOT), and Caliper Profile.

Tim is a member of the International Coaching Federation and the Society of Human Resources Management. Tim attended Texas Christian University and majored in Broadcast Journalism.