



Executive Coaching

JMW's high-performance executive coaching is based on over thirty years of experience helping clients worldwide produce unprecedented results in critical areas of their business. Leveraging our methodology for performance breakthroughs, our one-on-one coaching is designed for executives, leaders, and managers who are looking to elevate their individual effectiveness.



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Our coaching equips participants with new perspectives, approaches and skills that significantly increase their day-to-day performance, leaving them with meaningful insights that help them fulfill on their highest aspirations. Whether you're looking to alter a particular leadership style, transcend current limitations, be more effective at influencing and engaging others, or elevate your performance in a specific area, JMW will customize a coaching program that will not only address your real-time issues, but also have a lasting impact on your overall effectiveness.

JMW's coaches carefully tailor each coaching engagement to an individual's specific performance goals and objectives. Our coaching assignments generally consist of face-to-face meetings and/or phone calls for a defined time period, and begin with an initial meeting to lay the foundation for the coaching relationship, including agreement on the issues and/or needs to be addressed, the required outcomes and results to be delivered, and the structure and timeframe.

Below are some of the most common needs of the executives and managers we coach. We often find that many leaders deal with several of these needs at once or over the time of a coaching engagement.

BUILDING NEW BEHAVIORS AND CAPABILITIES

There are times in any executive's career when it becomes apparent that the development of certain skills would greatly benefit the individual as well as the organization. This can be the need to expand skills, such as the ability to motivate others, or the need to eliminate or change behaviors that are counterproductive. If you:

- You are committed to the ongoing development of your leadership capabilities
- You have received feedback about recommended changes in style or behavior and would benefit from support in implementing those changes
- You have ways of behaving that are counterproductive and you have been ineffective at changing or eliminating them
- You have aspirations to expand your role but know that certain prerequisite skills need improvement

JMW's coaching is ideally suited for clarifying and significantly impacting your behaviour, allowing you to gain new insight into the behavior that allows change to happen naturally.

LEADING WINNING TEAMS

A common management challenge is finding effective ways to maximize the contribution and performance of your team, especially those teams comprised of strong individuals with disparate views and perspectives. How to orchestrate productive dialogues and inquiries that deliver new levels of performance and commitment is the subject of this coaching service. If you:

- Have a challenge that will require a new level of teamwork and commitment;
- Have a newly formulated team that needs to build a powerful relationship;
- Are having difficulty establishing alignment among team members;
- Are noticing that there are unresolved issues that are preventing the team to move forward powerfully; and/or
- Would like to see a step up in your team's commitment and accountability,

JMW's coaching can support you in designing and leading productive dialogues that will support you and your team in delivering new levels of commitment and performance.

DELIVERING AN EXTRAORDINARY GOAL

Producing results far beyond what has been historically possible is one of the great challenges of today's business environment. Leading and managing others to deliver extraordinary results requires a distinct set of skills from those required for efforts that fall within the norm. If you:

- Have an extraordinary goal that will require a level of performance beyond what you've delivered before;
- See significant obstacles to success or have a critical result in jeopardy; and/or
- Are not performing with the consistency or pace required for success;

JMW's coaching can support you and your team in overcoming setbacks, and getting aligned and focused on getting the job done.



EXECUTING YOUR VISION

Nothing is more challenging or more rewarding than executing your vision—it's what is at the heart of true leadership. Translating that vision into meaningful action and results that reshape the face of your business is another one of the common leadership challenges our clients face. If you:

- Need help clarifying and powerfully articulating your vision;
- Are noticing that people are not sufficiently engaged in your vision to move it forward at the pace you'd like; and/or
- See that your team's current goals, objectives, activities, and results are not consistent with your vision,

JMW's coaching can support you in developing the leadership capabilities needed to articulate your vision, engage people in powerfully, and move it toward fruition.

ELEVATING YOUR PRODUCTIVITY

Many executives experience high levels of stress and overwhelm as well as dissatisfaction with the balance between their work and personal lives. This stress and overwhelm takes its toll on the organization as well as the individual. If you:

- Have too much to do and too little time in which to do it;
- Would say (or know others would say) that you "work too much"; and/or
- Chronically feel behind with work and like you are selling short your personal life commitments,
- Feel disorganized and overwhelmed;

JMW's coaching can support you in getting focused on what's actually important, and in elevating your productivity in those areas.

FOLLOW-ON COACHING FOR JMW PROGRAM GRADUATES

Graduates of JMW's development programs are often committed to further developing the skills and capabilities they obtained from their participation. Sometimes the day-to-day demands and challenges at work can displace one's commitment to putting in practice these new skills, perspectives and ways of operating.

- You want to deepen and expand the learning you have obtained
- You are having difficulty instituting some of the new skills and practices
- There are certain skills or capabilities you want to enhance
- You may want support and feedback regarding your development
- You feel you would benefit from a refresher on some of the tools and principles
- There is a particular new skill you want to develop



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