



Victory Consulting

Target Growth Areas

- Self Awareness
- Perception Alignment
- Relationship Management
- Emotional Intelligence
- Communication Skills
- Managing Up and Managing Down
- Leadership Skills

“Many people who think they need coaching the least, end up making the most profound changes. I was one of them!”

*Joe Kurzydym, CFO
Lillibridge Healthcare*

3 Leadership Truths

- 1. Research now shows that interpersonal and emotional intelligence skills are more critical to the overall success of a company or team than technical skills.***
- 2. There are deficits inherent in leadership itself, including minimal “how-to” training, insufficient performance measurement, and a lack of objective feedback. This “iceberg effect” often does not become apparent until it has created a serious negative impact.***
- 3. Participants who welcome feedback and are eager to make positive changes experience the most significant results in the fastest period of time.***

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EXECUTIVE COACHING PROGRAM

Victory Consulting Executive Coaching accelerates the development of leadership performance, resulting in high-impact individual and organizational outcomes.

Audience

High-visibility leaders, mid-level management and rising stars benefit from the feedback, support and skill building that coaching provides.

Sustainable Results & Strong Returns

In-depth feedback and ongoing peer-to-peer accountability are necessary to create long-term change. We accomplish this through peer-interviews, various assessments, behavioral assignments and periodic peer check-ins. This approach creates accountability to those who share a vested interest in the leader's long-term development: managers, direct reports and peers.

Accountability & Measurement

Holding participants accountable and measuring your progress throughout and beyond coaching program is what elevates modest gain to significant breakthrough. To increase our clients' return on investment, we measure coaching participants at four critical points: **Pre-Program, Mid-Program, Immediate Post-Program, 3 Month Post-Program.**

Assessments for Alignment

Measurement of progress realized, can happen in several manners, but it begins with assessments. A baseline understanding for participant growth must be performed at the outset. These assessments put a “science” to your core drivers and assist in the alignment of developmental objectives for both the Victory coach and coaching participant.

Coaching Program Options and Investment Range

Recommended program time is 6 months, (\$21,000), although in some cases 3 months, (\$12,000), may be sufficient if the scope of change is specific to one or two target growth areas.

Group/Team Coaching

If multiple peers are being coached, group learning sessions can be included to cover various leadership topics. Individual learning is strengthened as peers provide valuable feedback and share both challenging experiences and best practices. Investment for this program would be reflected by number of participants and group meetings.

Retainer Coaching

Having a coach on retainer is a valuable option for organizations. Leadership development and awareness remains top-of-mind as feedback, goal-setting and skill development continue. Investment range is assessed on frequency of need and number of participants to be