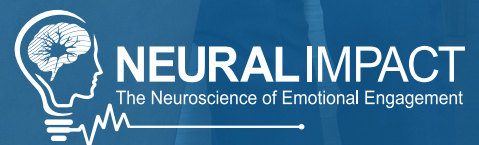


# EXECUTIVE COACHING

Change Management | Leadership Development | Custom Workshops and Facilitation

Work with us and reset your purpose. Gain better focus to realize your goals, both professionally and personally. You'll be challenged in a whole new way.





## WHAT IS EXECUTIVE COACHING?

### TIME FOR CHANGE

#### Are you ready for new possibilities?

Executive coaching is designed to unlock an individual's full personal and professional potential, and to help him or her achieve higher levels of business success. Olympic athletes have a coach to help propel them to new heights and performance goals. Business executives are also seeking coaching to help them accelerate their personal and business growth.

Coaching helps to identify blind spots that are limiting your ability to drive desired outcomes. It provides you with an objective sounding board when leading others and making important decisions. It is a partnership that will help you maximize results in your professional and personal life. This guided process challenges your beliefs, helps you learn new behaviors and leads to improved performance. Every individual's needs are different, and we draw on our extensive training and over thirty years of technology leadership experience to deliver a process designed to meet these needs, a process that will get you results!





### Typical situations when executive coaching generates the most value:

- › When you have plateaued in your career or have reached your personal career limits
- › When you are having difficulty making complex or challenging decisions
- › When you want to improve your personal level of effectiveness, leadership or business results
- › When you want to take your business or team to the next level of performance and success
- › When you want to make a significant career change or exit your business



It takes a different kind of thinking to solve a problem than the kind of thinking which produced the problem.

- Albert Einstein

The speed of change and rapid growth in the high tech sector have produced a generation of isolated business owners, executives and senior managers. Hard work, a keen business sense and industry experience have likely led to your rapid rise in your organizational hierarchy or have helped fuel your company's growth. However, little time or few resources are available to support your personal development or to expand your leadership and team building abilities.

Emotional intelligence and leadership skills are topics often neglected in business schools, and yet they are fundamental to your success. We were never taught to assess how our frustrations affect those around us, how to best communicate with others during difficult conversations, or how to effectively manage and resolve conflict. **Executive coaching helps to identify blind spots, cultivate new skills and increase awareness of behaviors that serve you well and contribute to your success.**

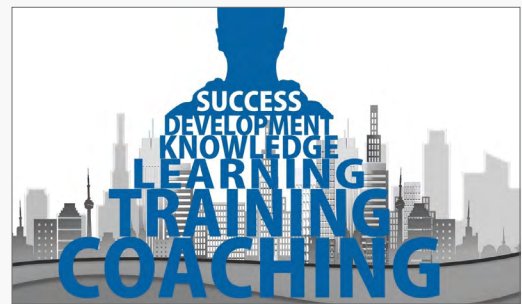




## WHY DO I NEED COACHING?

Being at the top can be very lonely. Your team depends on you and expects you to know what to do in every tough situation and to have all the right answers. It can be exhausting to deal with all of the challenges and issues facing you on a daily basis. Sometimes, you just need an objective sounding board that isn't your wife or husband; you need someone trustworthy to whom you can admit your weaknesses and fears. You need someone who understands your business but who won't tell you what to do, someone who instead will listen attentively and challenge your thinking and assumptions by asking tough questions. This will be invaluable in helping you sort through emotionally difficult decisions.

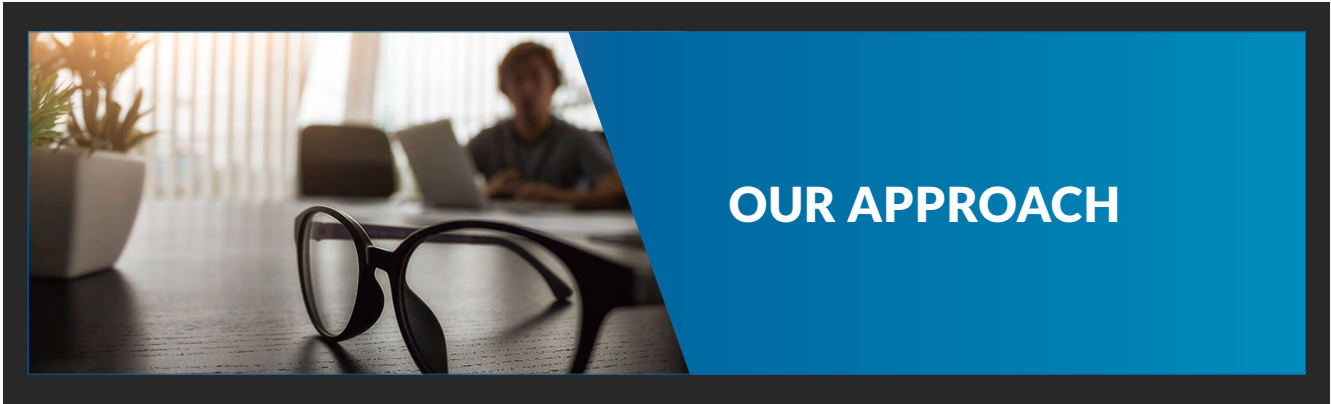
Having an executive coach provides you with a confidant who has no hidden agenda, and who can guide you through important decisions and difficult challenges. An executive coach can also simply validate that you are on the right path and making sound business decisions.



The purpose of coaching isn't to fix "weak" managers or executives. **Coaching helps strong, successful leaders break through their invisible, self-limiting barriers and reach their desired next level of success.**

### Benefits from Coaching:

- › Greater confidence and leadership ability
- › Increased self-awareness
- › Ability to shift self-limiting behaviors
- › Increased emotional intelligence
- › Ability to make better decisions
- › Improved time/stress management
- › Enhanced communication skills
- › Greater clarity regarding desired goals and how to achieve them
- › Increased focus and accelerated results



## Our approach shows you how to leverage your expertise

We inspire, excite and challenge you to achieve a higher level of success, both professionally and personally. This is how we move you forward:

### GET CLEAR ON YOUR VISION TO BETTER

- Define your business and personal goals
- Develop self and Drive change
- Deliver excellence



### DEVELOP INTERNALLY FOCUSED INSIGHTS

- Deepen self-awareness and identify self-limiting behaviors
  - Increase emotional intelligence
  - Explore impact of values and beliefs
  - Understand conflict management
  - Cultivate empathy
- Shift the ego and the need to be right
- Manage time to achieve work/life balance



### DEVELOP EXTERNALLY FOCUSED SKILLS

- Learn to let go and delegate
- Improve communication skills, including listening skills
- Develop presentation skills



### MAXIMIZE RESULTS

- Develop effective team leadership abilities
- Experience significant and measurable business impacts
- Increase personal success



## HOW DO I START?

### LEADERSHIP COACHING PACKAGES

6 Month Programs Ranging from  
\$10,000-\$18,000 US

**Our Executive Leadership Coaching Package is designed to help you achieve your highest level of personal and business success. This program leads to improved results within a six-month period and includes the following:**

- › Initial 90-minute coaching session to establish a relationship with the coach, and to begin to identify key issues and themes to explore and behaviors to shift.
- › Briefing call(s) with key executives to determine coaching priorities, best approach and realistic timeline to ensure optimal organizational alignment and value.
- › Interviews with key team members and/or review of 360-degree performance assessments.
- › Review or completion of any EQ, leadership style or other social competency assessments.
- › Homework assignments, assessments and exercises between coaching sessions, where you apply and practice key learnings, and adopt new behaviors.
- › 24 hours of customized individual one-hour phone coaching sessions over a six-month period, based on your and your coach's availability.
- › Quarterly in-person or Skype meetings.
- › Monthly review of goals and results.
- › Quarterly leadership-focused coaching updates.
- › Email access to the coach regarding issues or challenges, as needed over a six-month period.



## SHOW ME THE NUMBERS

### Coaching gets results

A published study by Complete Coherence Ltd. recently showed how work-related stress depletes energy levels among executives, and how coaching can have a measurable impact on organizational or personal performance. After analyzing both pre and one-year post coaching data on fifty-five individual executives, researchers identified 12 factors that impacted both well-being and performance.

The most significant changes observed were linked to emotional/psychological factors: a 37% improvement in emotional management along with a 54% reduction in stress. Such emotional improvement changes how we manage projects, resolve conflict and lead others. Effectively managing emotions during stressful times is critical in a business environment, and is a core aspect of emotional intelligence.

These psychological benefits of reduced stress and better emotional management, achieved through executive coaching, translate to increased energy levels and improved performance.

### Coaching leads to improved results in many areas:



#### Emotional factor results

- > 26% improvement in emotional awareness
- > 28% improvement in emotional literacy
- > 37% improvement in emotional management



#### Psychological factor results

- > 54% reduction in stress
- > 20% reduction in frustration
- > 22% reduction in anxiety



#### Physical factor results

- > 25% reduction in fatigue
- > 14% improvement in self-reported health
- > 12% improvement in sleep quality



#### Work factor results

- > 20% decrease in perceptions of work pressure
- > 9% improvement in work engagement and feelings of motivation

Source: <http://www.complete-coherence.com/wp-content/uploads/2017/11/Complete-Coherence-Coaching-impact-white-paper.pdf>



## ABOUT THE COACH

Sharka Chobot

With over thirty years of international business experience, Sharka works as a dedicated executive coach and personal advisor, helping business professionals maximize their performance and realize their goals.

Adding to her business experience, Sharka has an Executive MBA from Simon Fraser University, is a Certified Executive Coach with Royal Roads University as well as a Coach Clinic facilitator for Coach University in Texas, and has completed studies in counseling methods and Media Neuroscience. She also teaches organizational behaviour and leadership at the University of British Columbia.

In 2000 Business in Vancouver listed Sharka as one of its Top 40 Under 40 Business People. She was also a finalist in the 20 Most Influential Women in British Columbia, Canada.

Sharka is a frequent guest speaker at Microsoft's Inspire, Directions, Industry Summit and at other technology conferences.



