

Move from Transition to Transformation

Executive coaching for
individual transformation.

CORPORATE CLIENTS

Are your leaders facing
a change by themselves -
and feeling stuck?

Have them
work with us to
get **bigger**
breakthroughs
faster.



Leadership Skills?

Some of our leaders need development – right now.

Our next formal leadership development program won't happen anytime soon. Can executive coaching help our individual leaders learn and practice the skills they need to excel?



Leadership development is now perpetual – not just programmatic.

Our leaders today get new tools, models, references and routine support, which they use daily with their teams. Skills development never stops.



Leadership Style?

Some of our leaders don't know how to navigate their roles as leaders.

We often promote people to leadership positions based on how they've excelled as individual contributors. But our leaders need to understand who they really are as leaders. How can we help them discover how to be the leaders they are meant to be?



Now our leaders know what comes naturally to them, how to play to their strengths, and what they really want.

Every leader knows and understands their style as a leader and how their choices affect others. By sharing the best of themselves, our leaders are shining – and creating opportunities for others to shine.



Leadership Onboarding?

Several new leaders are coming aboard.

They need to know and understand our culture, their new-leader context, and how to fit in. How can we get them up-to-speed quickly?



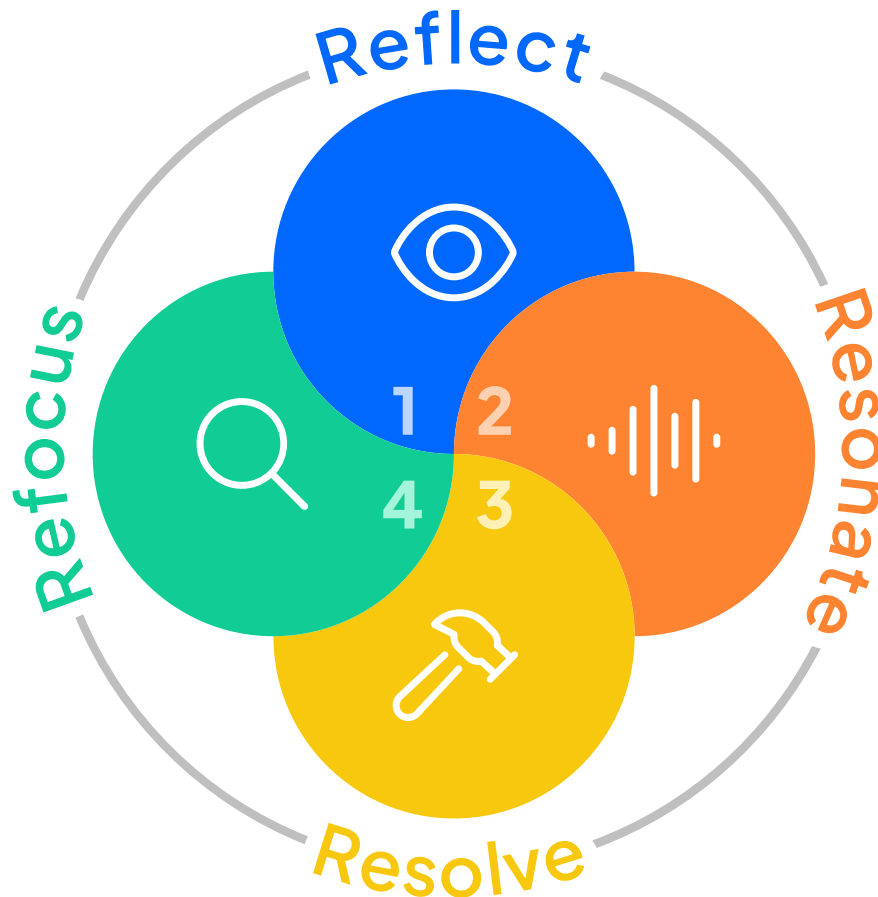
Our new leaders have already made a difference.

They have learned our culture, their teams' personalities, and our priorities, and they have taken action. Their initial impacts have been both immediate – within 90 days – and strategic.



No matter what your leaders are facing, we can help them move through their next transition so they experience **lifelong transformation.**

We follow the New Horizon Strategies Transformation Model



Our phased approach helps your leaders break down big goals into **small steps** so they can achieve and celebrate milestones.





Phase 1: Reflect

Something doesn't feel quite right, or you know a change is on the horizon. But what should you do first?

Look in the rearview mirror. **Look back before you look ahead.**

Our lives often seem to be a series of random events, but when we look in the rearview mirror, we get the connections. What connections do you see when you look back?

Your executive coach at New Horizon Strategies will inspire you to **reflect** deeply on important questions. Some of these questions may be:

- Who are you?
- ◆ What drives you?
- ▶ What do you believe in?



Phase 2: Resonate

What do you really want? What's going on right now? What needs to happen in the future?

Your executive coach will help you come up with goals you want to work on. Then you will use tools and assessments to gather data from yourself and others related to your goals.

Goals and data give you a starting point for **future setting** and beginning your transformation.

As you analyze the data in light of your goals, you will gain insights. Then you will decide what **resonates** most for you.

- ◆ How do these insights make you feel?
- ▶ Do these insights remind you of anything?
- How do these insights relate to what is happening for you right now – or what is coming up for you next?



Phase 3: Resolve

You know where you've been. You know where you are. You know what you want.

This is the phase where changes are made. You do the work to **resolve** the issues you are facing.

Your executive coach will help you develop a plan to get yourself there – and help you build on every success – through repeated **learning, awareness, and practice**.

If your situation changes along the way, your goals can be adjusted based on what makes sense now.



Phase 4: Refocus

Because you have gone from transition to transformation, you have changed – often, in many new ways.

Now is the time to **refocus** on yourself and those **results**.

You will review and get clear on everything you have accomplished – and you will celebrate that – as you begin to walk your new path.

If you decide you are facing another transition, you can return to the Reflect phase and begin again to move from transition to transformation, guided by your New Horizon Strategies executive coach.



A New Horizon Strategies executive coach will **guide your leaders through every phase** so they can move from transition to transformation.

We choose the right **tools**

Once we understand your leaders and the transitions they are facing, together we choose the right tools every step of the way to help you make a transformation. Because of our training and certifications, we access outstanding tools to help your leaders Reflect, Resonate, Resolve and Refocus. **Here are some examples of the tools we use:**

- **Values Assessment**
 See where you are aligned with your greater purpose – and where you are ready to shift.
- ◆ **Skills and Interest Brainstorming**
 See what makes you survive – and then discover what makes you thrive.
- ▶ **Permission Slips**
 Discover the link between mindset and emotional resilience.
- **40-Year Vision**
 Discover the things you really hope to see in your life.
- ▶ **“Thin Book of Trust” by Charles Feltman**
 Discover how the foundation of our relationships – trust – can be mended to create high-performing teams.
- ◆ **Calendar Biopsy**
 See what no longer serves you by surgically removing appointments that don’t feel good – and adding those that do.
- ◆ **Leadership Assessments**
 Learn what motivates you and what your unique style and preferences are; then consider the impact they have on all you’re trying to accomplish right now.

We apply the right **methods**

During each executive coaching session, your New Horizon Strategies coach will ask your leaders to consider:

- ◆ **What is happening for you right now?**
- **What are your takeaways today?**
- ▶ **What is the most important thing you need to focus on today?**
- ◆ **What are you willing to do next to move closer toward your goals?**

Executive coaching for individual transformation

CORPORATE CLIENTS

For an individual leader
(coordinated by the organization)

- ▶ Executive coaching sessions about every three weeks.
- Unlimited email support from the executive coach.
- Leadership assessment, debrief, and consulting session.
- ◆ Confidential tracking tools – on a leader’s goals, progress, and results – for clear return on investment.
- ▶ Optional interviews with colleagues for more insights.
- Check-in sessions with the next-level leader in the organization (beginning, middle, and end of the engagement).



Contact us
today for a **FREE**
strategy session

☎ 1.832.224.6455

✉ laurie.hall@newhorizonstrategies.com

🌐 newhorizonstrategies.com

“My coach asked the right questions to lead me to very solid decisions. She has helped me focus and prioritize. I have been able to look at problems in different ways and find meaningful solutions. I am a better leader today because of the coaching I received.”

— VICE PRESIDENT, H.R.
International energy company