

# Executive Coaching



**Talking Talent's mission** is to create more inclusive cultures where all talent can thrive and organizations can accelerate business performance! Supporting your executives and emerging leaders on their journey is critical to your organization's success. Everyone wins when leaders receive the help they need!

**Our Executive Coaching & Leadership Development** helps shape your leadership team members in becoming more effective, innovative, and inclusive leaders.

Whether you're looking for targeted executive coaching to drive performance, retain diverse talent, manage change efficiently, or to lead an inclusive, high-performing hybrid team - Talking Talent Executive Coaching will challenge your leaders, equipping them to propel the organization forward.

## What We Offer

### One-to-One Executive Coaching

Our one-to-one coaching experiences empower seasoned executives and emerging leaders to outperform their expectations.

**We focus on key leadership development areas, including:**

- Leading with Courage
- Presence, Power, & Impact
- Managing Stakeholders
- Retaining Diverse Talent
- Emotional Intelligence
- Leading Through Change
- Becoming an Inclusive and Agile Leader

### Tailored Programs for Your Top Talent

#### Leadership Development Coaching

These sessions help new and future leaders explore how to show up for themselves and their team, while also building the skills and confidence needed for their next role.

#### Strategic Career Review Coaching

We help your top talent evaluate the next best steps for their career, whether they're facing uncertainty or just need clarity on their goals and options.

#### Flying Start Coaching

This track is especially for those who are looking to make a strong early impact in their new role. We get you off to a flying start for the first 100 days and beyond!

#### Sustainable Performance and Resilience Coaching

By providing strategies for thriving personally and professionally, these sessions support leaders who are working to overcome stress and burnout and are excited to lead their teams by example.

**As behaviors and expectations change, leaders need new skills to engage and adapt with teams.**

## Diagnostic Tools to Support the Coaching Journey

### 360 'Feed-Forward' Inquiry

A powerful, personalized process. Our Coaches use their deep experience to find out useful insights about the individuals they are coaching through connecting directly with nominated key stakeholders.

### Global Leadership Wellbeing Survey®

The first diagnostic tool for executives using psychometric principles to measure the 6 dimensions of work and home wellbeing: authentic relationships; meaning, purpose, and direction; resilience and equanimity; vitality and energy; balance and boundaries; and intellectual engagement and flow.

### EIP (Emotional Intelligence Profile)

Executive and 360 versions of this detailed EI (Emotional Intelligence) tool are available to use in conjunction with coaching. Developing EI allows leaders to maximize their personal and interpersonal effectiveness.



### Group Coaching for Executive Teams

Talking Talent supports you in developing high-performing executive teams that usher in transformational improvements and change organization-wide.

### Group sessions include:

- Observations of team dynamics and relationships
- Team feedback, diagnostics, and reporting
- 1:1 feedback on any diagnostic prior to the group coaching session
- Team dynamic and organizational purpose session

## Work With Us

For over 15 years, we have been global leaders in promoting and progressing talent in the workforce. With a focus on mindset shift and behavior change, we are helping leaders and organizations create more inclusive cultures where everyone can thrive. Our coaching and learning experiences offer a

scalable approach that works locally and virtually.

We work globally with executives and senior leaders to support inclusive growth and build core competencies and capabilities. Talking Talent's Executive Coaching & Leadership Development helps shape a special breed of executives

and up-and-coming leaders who know when to step out ahead and when to walk behind their team.

Our customized and collaborative coaching will ensure that your top talent is steadily expanding not just their leadership skills, but also their vision for creating cultures of belonging.

### Let's Talk

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Building an inclusive world