



Leadership and Executive Coaching

Unlocking Individual and Organizational Potential

Does Coaching Work?

ICF commissioned a Global Client Coaching Study to assess the benefits of coaching. The results of the survey found that those who undertake coaching can expect appreciable improvement in productivity, satisfaction with life and work, and the attainment of relevant goals. Highlights from the survey include:

- ◇ **70%** responded that coaching resulted in **Improved Work Performance**
- ◇ **80%** indicated **Improved Self-Confidence**
- ◇ **72%** reported **Improved Communications Skills**
- ◇ **86%** felt that they received a **Return on Investment**
- ◇ **96%** responded that they **Would Repeat the Coaching Process**

For more information, please visit our website at sinclairadvisorygroup.com.

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Coaching - A Simple and Cost Effective Way to Improve Yourself, Your Organization, and Your Leaders

Coaching is one of the most effective interventions an organization can use to improve leadership and in turn improve overall performance and results. This is because coaching draws out the best in leaders, fostering learning and growth while aligning individuals to shared organizational goals and outcomes. The International Coach Federation (ICF) defines coaching as “help (ing) individuals and companies focus on what matters most in life and business.” Sinclair Advisory Group builds on this by asserting that coaching is:

- *A partnership* in which the coach is in service to the leader, and is committed to helping the leader maximize his or her potential and attain personal, professional, & organizational goals.
- *A trusting, confidential, relationship*, in which the leader can safely explore ideas and challenges while developing new insight and perspective.
- *A process of self-discovery* through which the leader increases his or her awareness of learning opportunities and gradually works toward sustainable behavioral change.

What are the Outcomes?

Coaching must provide more than a “feel good” experience; it must drive change for the individual and ultimately lead to achieving personal and organizational results. Our coaches:

- *Facilitate an understanding* of an individual’s values and how they align with professional goals.
- *Expand awareness* of personal strengths and weaknesses and increase mindfulness.
- *Foster clarity* in thinking and improve leadership effectiveness.
- *Work to ensure sustainable change and measurable achievement of goals.*



Coaching Solutions

Sinclair Advisory Group tailors our coaching services to meet the specific needs of leaders at the individual, team, and organizational levels. We provide:

- ⇒ *Behavioral Assessments* Administering personality type or 360-degree assessments to increase leaders’ awareness of their behaviors, tendencies, and preferences.
- ⇒ *One-on-one Coaching* Conducting individual sessions focused on progressive leadership development, problem solving, goal attainment, and personal growth, typically held bi-weekly or monthly for a period of six months to a year.
- ⇒ *Group or Cohort Coaching* Leading group sessions focused on improving team dynamics and effectiveness.
- ⇒ *Measurement* Quantifying the impact of coaching by measuring achievement of goals, and evaluating leadership change through self and peer assessments.

Excellence from Experience

Our team includes formally trained and credentialed coaches as well as experienced industry executives and professionals. We are committed to delivering excellent service and measurable results. Contact us today to discuss how our coaching solutions can help you to fully realize your potential.