



Eliciting Excellence

"Bringing Out the Best in People"[™]

Michael Beck International, Inc.
Portland, OR USA

MBI Executive Coaching

Why Executive Coaching?

Executives within an organization have been successful because they've used their natural talents, expertise and intelligence. But sometimes the strengths which made them successful in the past are less valuable at the next level or they've developed blind spots which hinder their effectiveness. Our Executive Coaching process is designed to help leaders improve their effectiveness in their current role and prepare them for the future.

Our Approach and Framework - Eliciting Executive Excellence[™]

Our coaching is about getting better results - results to achieve an organization's strategic goals. Research shows that in order for leaders to be effective they must master:

- **Self-Awareness and Self-Management:** These competencies include the ability to read one's own emotions and appreciate their impact on actions, reactions, and decisions. It also affects a person's flexibility, adaptability and attitude.
- **Organizational Awareness:** These competencies include the ability to read the attitudes, politics, and networks within an organization.
- **Interpersonal Management:** These competencies include developing others, becoming influential, resolving conflict, and building and guiding teams.

MBI's Executive Coaching is a proven, systematic methodology to assess and enhance leadership abilities and effectiveness. We use a three-phase process to ensure your goals are achieved.

1. Assessment

We use a comprehensive leadership 360° assessment which, when coupled with the results of any previous performance reviews and feedback, allows us to gain an objective perspective on a leader's strengths and weaknesses.

2. Development

A Leadership Development Plan is created collaboratively with the Coach, Leader, and Manager to ensure alignment of goals and expected results. The coach then has one-on-one coaching sessions with the leader for the duration of the engagement.

3. Evaluation

A final meeting is held with the Coach, Leader, and Manager to review results.

Coaching is custom-designed for the individual and focuses on uncovering blind spots, enhancing leadership competencies, and overcoming performance obstacles.

Contract Length and Pricing

Executive Coaching contracts are typically six months to one year in length with coaching meetings on a weekly or biweekly basis. Our fees are dependent upon the leader's level, the scale of the engagement, and the deliverables. The fees include program design, prep work, assessments, alignment meeting(s), written development plan, coaching meetings with the leader, and final evaluation. The fee does not include any travel costs to locations outside the local region in which the coach is based.