



THE INNIS COMPANY

How To Pick A Coach

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Welcome



...because success is more than hard work

THE INNIS COMPANY

Creating Corporate Value...One Career at a Time

We specialize in:

- * Executive Coaching***
- * Career Management***
- * Career Transition***
- * Talent Management***



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Executive Coaching...
*delivers the results that
matter most!*



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Coaching...

Bridges the gap between what managers are asked to do and what they are trained to do.

Coaching...

Bridges the gap between who the executive is and who he/she needs to be to succeed.



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Why Coaching...Why Now?

- * Helping people improve is better than replacing them
- * Good talent is harder to find and retain
- * Need to intervene early with performance problems
- * It produces behavior changes training can't
- * Senior executives have less time for mentoring



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Why Coaching...Why Now?

- * Future executives are messaged:
Take responsibility for your own career
- * Fewer sages
- * Less time to prove yourself
- * More data input
- * Conflicting inputs



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Coaching is Provided to:

**High-Potential and Other
Employees Equally**

54%

**Mostly High-Potential /
Fast Track Employees**

26%

**Good Performer to
Resolve Issues**

20%

Source: Survey of 488 Corporations



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Typical Issues

- * Communication Style
- * Professional Image
- * Interpersonal / Interaction Issues
- * Social Skills
- * Accelerate Growth
- * New Job or Position
- * New Geography
- * New Management



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Other Key Development Topics

- * Building leadership capacity
- * Key decisions or designing strategy
- * Staff development abilities
- * Increasing sales
- * Planning, budgeting, goal setting
- * Taking a project to completion
- * Keep personal concerns in check
- * Balance business and personal life



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A Coach Will...

- * Help you set better goals and reach them more quickly
- * Ask you to do more than you would have done on your own
- * Help you focus to produce results more quickly
- * Provide you with the tools, support and structure to accommodate more



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When to Employ a Coach

- * Positive outcome is important
- * Content isn't the problem
- * Don't have the luxury of time
- * Growing up or "out" isn't going to happen
- * The investment is worth it to the corporation
- * Close to the "pain"



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How Do You Select a Coach?

- ✓ Successful personally
- ✓ Experience within a corporation
- ✓ Personal understanding of corporate culture and mores
- ✓ Describable methodology
- ✓ Personal experience in a similar environment
- ✓ Successful track record as a coach
- ✓ Referral / reference base
- ✓ Coach / corporation compatibility
- ✓ Business focus



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Things to Consider

- ✓ Fees
- ✓ Services
- ✓ Credibility
- ✓ Outcomes
- ✓ Coach's History & Reputation

We are happy to discuss the selection process with you. Give us a call.