



STEPHANIE REYNOLDS CONSULTING

Leadership & Organizational Consultants

EXECUTIVE COACHING

Coaching Benefits

Coaching has a multitude of positive impacts at many levels. At the individual level, coaching results in increased productivity and improved performance for the leader and those in his or her sphere of influence. At the organizational level, it can be a key lever in retaining top-value leaders and a tangible way to manage an organization's best talent. Finally, by creating accountability, coaching offers a practical way to align strategic goals, cultural changes or business results with an organization's leadership capability.

Coaching Team

SRC has a pool of coaches who have extensive experience working in corporate environments, large and small. Our coaches work with the organization and with the individual to determine the intended results for the coaching relationship, creating a unique, customized approach for each situation.

Coaching Process

Coaching occurs through a series of ongoing conversations and focuses on meeting specific, future goals. All SRC coaches work through three distinct phases: Discovery, Development and Delivery.

- **Discover** is the phase where the general context for the conversation unfolds. The leader and the coach agree on the parameters, the desired outcomes, gaps to close, and how to gather feedback.
- **Development** is the most complex of the three phases. In a collaborative fashion, SRC coaches use a cycle of awareness-building, reframing, taking action and evaluating until the identified gaps narrow significantly or close completely.
- **Delivery** is the phase that solidifies long-term, sustainable results. The leader and the coach focus on creating a follow-up plan to solidly establish the outcome well after the coaching relationship is concluded.

There are at least five primary ways that coaching is most effectively used:

- Advancing the high potential pool. SRC coaches support increased organizational expectations and visibility by helping high potentials identify strategies to enhance their impact in the organization.
- Supporting leaders in periods of transition. SRC coaches work with leaders to identify the key performance factors that will reduce ramp-up time and decrease organizational churn.

ABOUT SRC

Stephanie Reynolds Consulting is a premier provider of executive coaching, team facilitation, organizational change management, and leadership training solutions. We offer a very successful track record over many years of working with clients ranging from the private, public, and non-profit sectors. Our clients include: Alaska Airlines, The University of Washington, Amazon, Microsoft, Navos Behavioral Health, Philips Healthcare, Cancer Research and Biostatistics, Forefront Suicide Prevention, and Colliers International. We specialize in designing and delivering solutions to scale individuals, teams, and organizations. We are respected for our client commitment, business acumen, trusted advice, and remarkable results.