

# HumanSolutions<sub>LLC</sub>

**Human Solutions is a leadership development and executive coaching firm that enhances the effectiveness of top-performing executives, teams, and organizations.**

**We support leaders in change situations to achieve higher levels of performance, results, and satisfaction.**

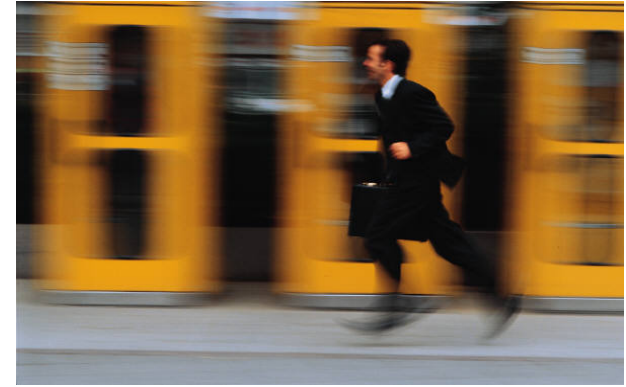
*“I’ve been in this business 36 years. I’ve learned a lot and most of it doesn’t apply any more.”*

*Charles Exley  
Former Chairman, NCR Corporation*

# Clients Can Expect:



- Radically improved results
- Accelerated change and its positive effects
- Transformation of the environment people work in to align with goals
- Energy around initiatives to move them forward
- Leaders who inspire, motivate and move people toward a vision



- “Are you an executive who is facing **change**, either as an opportunity or as a crisis? Is it becoming harder to translate plans and projections to actions and **desired results**? Are you wondering how to continue to **increase your value** and your range?”
- **Executive coaching is for top-performers, who have a desire for something more, and are willing to work with an outside advisor to achieve their desired business outcomes.**

# Coaching Process



- **Focus on Results**

The focus of the work is current, active issues; what is learned is applied to the most pressing business issues, accelerating progress toward improved results.

- **Deep listening.**

The process is focusing, first on oneself, then to others, in deep and attentive ways. As David White has said, “The conversation is not about the work, the conversation is the work.”

- **Regularly scheduled conversations.**

Specific goals for coaching are established. We prioritize actions to address the largest gaps between today and the goals and then design and implement a strategy to achieve the goals.

- **Assessment tools.**

Profile tools are powerful in objectively assessing talents and capabilities, in identifying areas of strength and areas for development and insights into our behaviors and how others may view them.

# Who Can Benefit?



- Executives who see that the traditional approaches no longer yield the expected results, that they are literally at the end of what they've known how to do
- Executives receptive to exploring new ground (which they are definitely on) and uncovering the essentials of leading in this business environment
- Executives under pressure to produce increasingly challenging results

# Executive Coaching Services

- ***Competitive Advantage Coaching:*** Enhance leadership skills to stay ahead of the curve and drive business and financial results
- ***Stretch Assignment Coaching:*** Support executives who are identified as leaders to position for growth and success within an organization
- ***Developing Leadership Skills:*** Strengthen emotional intelligence and interpersonal behaviors to resolve conflicts that may be impacting performance
- ***Retention Coaching:*** support individual employees in developing career paths to succeed within an organization, keeping their level of commitment to the organization high [www.humansolutionsllc.com](http://www.humansolutionsllc.com)

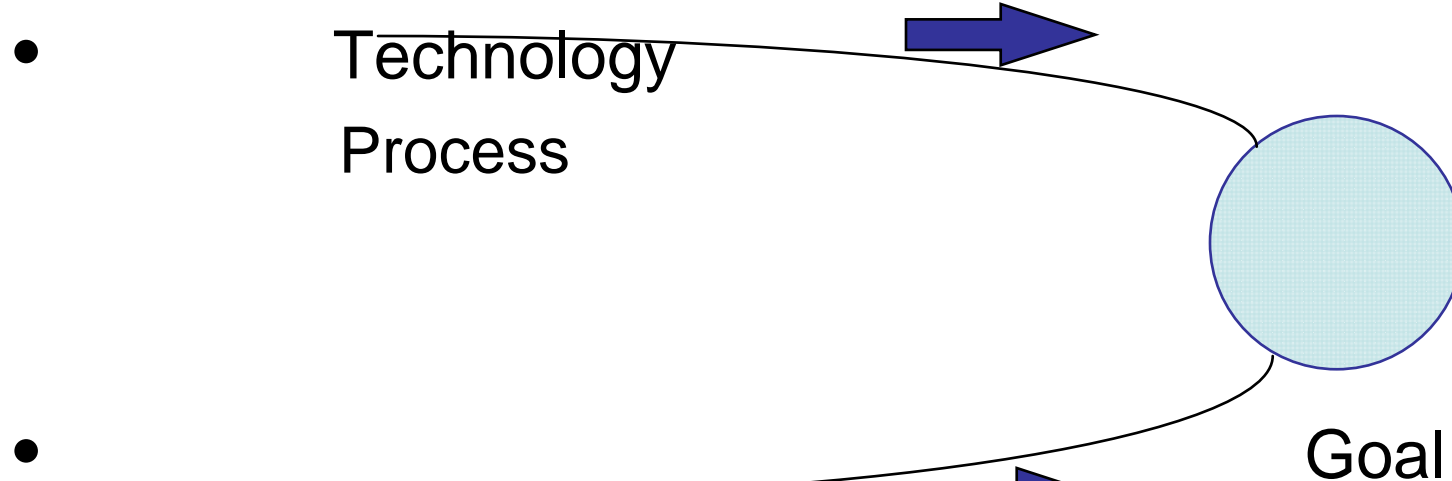
# Team Coaching



- Coaching **Senior leader teams**, to accelerate the development process and apply the learning to current issues.
- Focus is on the **interpersonal professional relationships** necessary to progress and growth, both among themselves and within the teams they lead.

# Accelerating Change - A Two-Pronged Approach

- **Technical Strategy**



- **Cultural Strategy**

- People