



## **When should you consider engaging an executive coach?**

We find that engaging an executive coach yields the greatest organizational impact when:

- The organization is changing its culture –and the entire leadership team could benefit from executive coaching as an adjunct/support in a coordinated effort
- The stakes are high – the leader is in a key position and their performance makes a critical difference to the organization
- A new leader has been brought into the organization - and the organization wants to maximize the return on its investment
- A high-potential leader is being groomed to take on new responsibilities or has recently taken on a “stretch” role
- An individual contributor is shifting into a leadership role and lacks the requisite leadership experience
- A leader is derailing because the skills that made them successful are no longer sufficient for ongoing success