

# Leadership Coaching

Crosworks works with high-potential and high-performing leaders to go from “good to great.” As certified coaches with a track record of success as executives and community leaders, we seek to understand the individual, their goals and the goals of the organization. This understanding builds trust and paves the way for a greater degree of self-awareness of behaviors and developmental needs.

We serve as a safe place to process issues, gain perspective, create action plans, develop new skills, move past limiting beliefs, develop high-performing teams and build confidence to continuously increase effectiveness as a team member and leader.

## Personalized

Crosworks’ approach to leadership coaching is in-depth and highly personalized. We start with the identified desired outcomes and dive into strengths, self-perceptions and style. We study take the situation at-hand, as well as the leader’s superpowers, and develop a plan that meets the needs of both the leader and the organization.

## Objective

As an outside partner unaffected by internal politics, we provide confidential, honest and objective feedback that is crucial to performance improvement. This perspective also helps to recognize blind spots.

## Actionable

The leader will be guided by a dedicated, certified coach and held accountable for actionable goals. Specific tools and resources will help to broaden their perspective and to build out their toolbox. The results will allow the leader to be even more effective in more situations.

## Who can benefit from leadership coaching?

Key leaders...



Seeking to expand their toolbox for increased effectiveness



Recently promoted



In the midst of significant growth or change



Who can benefit from greater self-awareness and reduced stress



With high potential and preparing for an expanded leadership role

*“In the more than five years I’ve worked with Crosworks, I’ve enhanced my leadership skills through ongoing leadership coaching. I look to my coach for a unique perspective and engage them as a sounding board on a range of issues and opportunities. I’d recommend Crosworks to any leader who wants to grow personally and professionally.”*

— Steve Caravati, President, Consumer Products, Worthington Enterprises

## Included in Coaching Services:

- ✓ Insights from Your Key Stakeholders
- ✓ Personalized Coach Assignment
- ✓ Self-Awareness
- ✓ Clarity Around Your Professional Brand
- ✓ Developmental Goals
- ✓ Support in Driving Desired Growth
- ✓ Access to Specialized Coaches
- ✓ Objective 360 Feedback
- ✓ Safe Sounding Board for Issue Processing
- ✓ Action Plan for Sustainable Growth

## Crosworks' Other Organizational Services at a Glance

For 40 years, Crosworks has been a trusted consultant to organizations of all sizes and types. Each and every service is tailored to support the organization's business goals, culture and bottom line.

### Maximize Your Talent

Retention of high-performing and high-potential associates is critical to your organization's success. Engaged and fulfilled associates become the most valuable asset to your organization, making the difference between incremental and off-the-charts performance. Crosworks can help you retain top talent by giving them the tools to chart a path of goal-driven development within the organization.

### Strengthening Teams

Strong teams collaborate, communicate, overcome challenges and achieve common goals. We begin by strengthening each team member. Once teammates can identify and share their strengths, how they make decisions, manage relationships and overcome challenges, then they can work together to complement and capitalize on each other's differences.

### Outplacement

Optimizing the outcomes of change can have long-lasting effects on organizational culture. We can guide your organization through various types of restructuring and support career transition activities to equip those preparing to leave your organization to land in the right job.

### Selecting and Onboarding Talent

Hiring the best-fit talent to join your team is a unique blend of art and science. We can help strategize and implement sustainable hiring and onboarding practices that ensures talent will fit the role, the team and your culture.