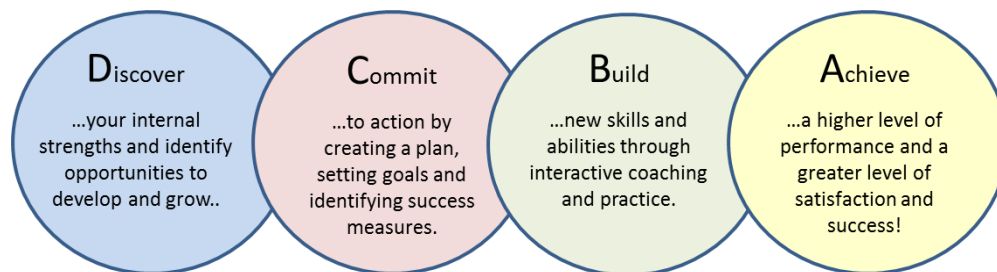


## Effectability's Performance Coaching Services

### Leaders and team members who engage with Effectability report:

- They garner more influence to move projects and decisions forward and accomplish goals.
- They're able to better leverage their strengths and talents, making it easier for them to attract opportunities, build relationships and get things done.
- They are perceived more positively within the organization and as having more influence over key projects and decisions.
- They communicate more openly and honestly and cultivate stronger relationships which they can count on to help achieve goals.
- Their impact and leadership presence has improved, increasing morale and engagement on their teams and reducing turnover.
- They are spending less time on hassles and fires and more time on strategic issues, which improves their accountability and alignment with faster and more effective execution.
- They're able to generate better ideas and are perceived as thought leaders in their organizations.

### Our proven process:



**Discover.** Everyone has natural strengths and personality tendencies that help to move projects forward and build relationships. These same strengths can act against us though – undermining the work we do and the relationships we want and need to feel satisfied and successful. We use a variety of assessments (including a verbal 360 degree) to help you understand your strengths, how you might be coming across to others and where those gaps and blind spots might be.

**Connect.** Based on the information gathered in the Discover phase, you and your coach establish an agreement to work together, identify specific, measurable goals, and commit to an action plan to achieve those goals.

**Build.** This is where the hard work gets done. Through perceptive questioning, you will discover new insights; through activities like scenario analysis and role plays, you will build on existing strengths and capabilities and acquire more effective behaviors. You'll experiment with the new ways of behaving and plan for how to incorporate those behaviors into the larger environment.

**Achieve.** We gather feedback to gauge the effectiveness of the new behaviors and monitor the impact on your relationships and your work. As you achieve your goals, we discover new opportunities and continue the process to reach even higher levels of success.

*With our process, everything changes. Contact us today at [info@effectability.net](mailto:info@effectability.net).*