



The Howells Group, Inc.

Bringing Business to Life

# 1:1 Leadership and Personal Coaching

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## At a Glance

- One-on-one leadership and personal coaching
- “Fast tracking” for high potential leaders and individual contributors
- Individual skill development to address performance problems

## Who Benefits?

- High potential managers/leaders who need to get to the next level
- Leaders who are wanting to prepare for the next promotion
- Leaders and managers who take responsibility for their own development and desire to “take on” their own growth
- Individuals who want to accomplish their goals

## Summary

Today’s leaders need a “just in time” delivery method in today’s high demand environment. Skilled one-on-one coaching helps fulfill this need by helping pinpoint high leverage areas for managers and leaders to grow themselves, and to grow the business in turn.

We offer a highly customized, results-oriented approach. First, we assess the individual’s development need, the business context, and the role in which the individual leader operates. Second, we apply tools to meet those specific development needs, helping the client design an action plan that they own. Third, we offer accountability and support with regular sessions; some face-to-face and some over email and phone.

The strength of our process lies in the highly individualized plans we help design and the artful use of specific learning tools for a given leader. Our coaching process not only fast-forwards the given individual’s skills, but models a coaching process they can use to develop others.

## Our Approach

Coaching seeks to draw out and build on each individual’s capabilities and support them to move through barriers and obstacles to their growth. Present in this process is the necessity to grow “from the inside out” as leaders and learners in order to develop and realize our greatest potential.





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## Client Example



Blood Services

**A new CEO**, under 40, leading a not-for-profit in an organization undergoing seismic changes found new challenges moving into the chief executive role. A year long coaching process enabled his success through focused 1:1 sessions, individual assessment and practical application of actions needed within his unique context and organizational realities.