

OUR CLIENT SUCCESS

CLIENT

Product Distributor

INDUSTRY

Product Distribution

PROJECT

Executive Coaching - CEO Transition

THE CHALLENGE



CEO transition is a distinct process that requires intention and planning for successful leadership transfer. Succession planning is the first and critical step to identify, assess and develop potential CEO candidates. Teal & Co. was engaged to support the leadership transition of an internal CEO candidate through succession planning, with a 12-month executive coaching program. Participating in an effective program provides the opportunity to engage in conversations that offer the time to think about challenging questions and explore areas of focus for development. Navigating transition can be challenging and requires focus and planning on how to move forward in a positive way towards the future.

OUR APPROACH

Our approach to customizing the process and selecting the best-fit coach includes:

- **Intake:** A thorough introduction meeting to discuss coaching objectives, participant experience and preferences
- **Coach Selection:** Coaching profiles are hand-picked for consideration by the participant. We set up initial meetings with each coach to ensure a strong fit and chemistry between participant and coach
- **Customized Objectives:** Our professional and certified coaches conduct a launch meeting to set personal objectives and areas of focus
- **Stakeholder Consultation:** The coach meets with the direct leader to keep lines of communication open and discuss progress, while maintaining strict levels of confidentiality



THE OUTCOMES

- Customized program objectives tailored to the individual coaching program
- Positive and successful leadership transition and integration
- Achievement of learning goals and increased leadership confidence
- Improved self-awareness and a better understanding of self, values, behavioural style, blind spots, and the impact on others
- Intentional behaviour changes to improve relationships and people dynamics
- Enhanced leadership competency and capability (communicating with influence, presence, difficult conversations)

