

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.

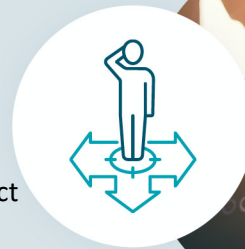
There are many challenges every new CEO face which require thoughtful approaches to minimize risk and disruption to the organization. An entrepreneurial organization engaged Teal & Co. to support the leadership transition of their CEO candidate through a 12-month executive coaching program. Navigating 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 truly customizing the process and selecting the best-fit coach includes:

- **Intake:** A thorough intake meeting to discuss coaching objectives, participant background, and preferences
- **Coach Selection:** Coaching profiles are hand-picked for consideration by the participant. We set up meet and greets with each coach to ensure a strong fit and connection 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
- Improved self-awareness and a better understanding of self, values, and behavioural style and the impact on others
- Intentional behaviour changes to improve relationships and people dynamics
- Enhanced leadership competency and capability such as communicating with influence, presence, difficult conversations
- Improved ability to manage and engage teams
- Improved strategic thinking and decision making

