



Clear Intentions INC

Leading and Launching You to Reach Your Potential

COACHING ^{plus} NET® • ASSESSMENT • TRAINING • SPEAKING

Executive Coaching

Many organizations support the idea of employee engagement, and with good reason. Continuous change and the need to do more with less make it essential for employees to be both aligned with organizational objectives, and willing to contribute discretionary effort. Fewer than 1 in 3 employees (29%) are fully engaged in the work they are paid to do. 19% are actually disengaged.¹ Research of many reputable companies such as Towers Perrin, Hewitt, the Hay Group and BlessingWhite, suggests that engaging employees positively affects the company's the bottom line. Research conducted by Metrix Global on coaching Fortune 500 firms found a 529% return on their investment in coaching, in addition to more intangible benefits.

Executive coaching is an advanced style of leadership development that promotes excellence, innovation, creativity, resilience and breakthrough performance at all staff levels. Our coaching methods include several proven integrated and synergistic techniques that support leadership development, from recruitment to retirement. Regardless of the issue, from turnaround for poor performers to fast-tracking high potential employees, our results-oriented coaching will give your company a competitive edge in today's ever-changing business world. Clear Intentions executive coaching assists with:

- Overall leadership development
- Improving targeted behaviors and skills
- Managing in ways that increase your staff's job satisfaction, loyalty and results
- Learning how to set boundaries and build productive relationships
- Creating peace of mind and balance between your personal and professional life
- Being truthful about what you want and what you are willing to do in order to have it
- Learning how to delegate more effectively and knowing when to say "yes" or "no"
- Gaining clarity of purpose and vision
- Completing transitions, including global or new assignments, due to reorganization

Clear Intentions provides both short and long term personalized executive coaching for executives, directors, managers and other highly-valued employees. We can fine-tune high potential, support transitioning veterans, and turnaround poorly performing employees.

Many prestigious companies, such as Bayer, Bombardier, Equitable Resources and Heinz use our executive coaching services to bring out the best in their associates. After receiving our coaching, clients report a breakthrough in results and productivity. Our hands-on leadership coaching focuses on your specific strategic goals. We work closely with you so that your day-to-day tasks can successfully shift from "putting out fires" to the kind of efforts that propel you toward your primary objectives.

¹ *BlessingWhite's 2008 Employee Engagement Report*

