



*Developing Leaders Through Deep Reflection*

# Executive Leadership Coaching

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# Extraordinary Leaders Are Developed by Design



## Empowering Executives to Lead with Clarity, Confidence, and Impact.

Invest in maximizing leadership effectiveness individually or in a coaching cohort. Coaching can strengthen self-awareness, decision-making, and influence, to drive business results. Our executive coaching engagements are designed for organizational impact, aligning personal growth with business strategy. Whether you're developing a new generation of leaders, preparing for succession, or helping seasoned executives elevate their leadership, our coaches bring the experience, structure, and insight to accelerate results.

### The Benefits:

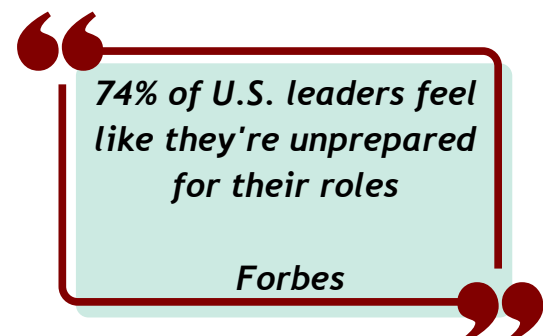
- Stronger, more confident leaders aligned with organizational goals
- Improved communication and collaboration across leadership teams
- Heightened accountability and execution on strategic priorities
- Enhanced emotional intelligence and decision-making
- Greater engagement and retention of top talent
- Stronger leadership pipeline and succession readiness

### Who Benefits the Most:

- Executives navigating growth, change, or succession
- Leaders preparing for expanded scope or C-suite roles
- High-potential managers identified for next-level development
- Business owners seeking to scale their organization
- Teams experiencing leadership transitions or culture shifts



*Developing Leaders Who Make a Difference*



# Our Coaching Approach



Crothers Executive Coaching combines proven leadership frameworks, personalized assessments, and real-time learning. Each engagement is structured to produce measurable outcomes and goals.

- 1. Experience and Choose:** Executives participate in three sample sessions with different coaches to explore their styles and approaches and select a coach who aligns with your goals.
- 2. Assess and Reflect:** Using interviews, 360 feedback, and targeted assessments, we help leaders gain deep self-awareness to uncover strengths, blind spots and reactive behaviors that may be getting in the way of current results.
- 3. Define Success:** Together we set coaching goals focusing on development areas and strengths to accentuate.
- 4. Coach and Apply:** Bi-weekly sessions focus on applying insights to real challenges like leading teams, driving results, and managing change effectively over 6+ months.
- 5. Measure Impact:** We track progress through qualitative and quantitative measures, reinforcing accountability and continuous growth.
- 6. Partner with Stakeholders:** In developmental cases we align with sponsors or HR partners to understand key priorities and ensure coaching is supported in daily leadership practices.

## Why Crothers?

With over 15 years of experience developing leaders across industries, Crothers Consulting is a trusted partner to middle-market and growth-oriented organizations. Our coaches are ICF certified with backgrounds as seasoned business and HR leaders that understand both the human and operational sides of leadership.

- Proven track record across all industries
- Deep understanding of people strategy, culture, and succession
- Personalized, confidential coaching rooted in real-world business challenges
- Flexible engagements for individual executives or leadership cohorts

To learn more about how Crothers Consulting can help you achieve your people needs, please visit [HR Specialty Consulting Services](#), [Leadership Development](#), and [Coaching](#).

**Ready to Invest in Leadership That Drives Results?**

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