

THE  
PEOPLE  
PIECE

# LEADERSHIP AND MANAGEMENT COACHING

AUDIENCE **IC** Individual Contributors **M** Managers **L** Leaders **E** Executives

## Are you...

- Leading a function, team, or organization
- Holding many important responsibilities
- Needing to make smart decisions
- Navigating sensitive people issues

## Coaching helps leaders:

- Make smarter decisions
- Communicate more effectively
- Inspire and motivate their teams
- Feel balanced and fulfilled
- Build confidence and executive presence
- Develop more effective relationships

## Coachee in the Spotlight: EMILY MOURAD

Executive Vice President, Marketing & Communications



In 2016, Emily Mourad was tapped to build the marketing and communications function at a global ad-tech company with offices in Toronto, New York, London and cities around the world. The young leader was eager to learn - in addition to conversations with a mentor from a former position, she sought additional support from an executive coach.

Our team assessed Emily and her goals for coaching and teamed her up with one of our most experienced and dynamic coaches, Sharna Fey.

"I am grateful for the work The People Piece puts into matching people with the best coach based on their experiences and backgrounds," Emily says. "Given my experience and tenure working in male dominated industries and Sharna's background coaching women leaders in this environment, I

feel like we were a perfect match from the start."

In addition to celebrating Emily's successes, Sharna helped to challenge Emily's thinking and offer new perspectives on how to deal effectively with the many demands of leading in a fast-paced environment like Index Exchange.

"I believe that a good coach isn't going to just tell you what you want to hear," Emily says. "They will challenge you to think and act differently than you ever have before."

Thanks to coaching, Emily feels more confident and equipped to do her job, including managing people dynamics on an evolving team. She has also reinforced her belief that taking the time to work with a coach has helped her be better for others.

*"As leaders, we invest our energy, our time, and our emotions into the teams that we are growing and the people that we are managing. I think that it's equally important for us to invest in ourselves. Without investing in ourselves, we're not being the best leaders that we can be for our teams and our companies."*

## Our Highly-Skilled, Emotionally Attuned Expert Coaches



**MARC SMITH SACKS**  
Executive and  
Leadership Coach



**SHELLY MASSON**  
Executive and  
Leadership Coach



**LAURA MURPHY**  
Executive and  
Leadership Coach



**MAEANNA WHITRIDGE**  
Executive and  
Leadership Coach



**ONNO KOELMAN**  
Executive and  
Leadership Coach



**SAM BROWN**  
Management  
Coach



**JUNA MUSTAD**  
Leadership Coach



**ASPEN JORDAN**  
Leadership Coach

**"Personalized coaching at a Fortune 500 company produced a 529% ROI as well as significant intangible benefits to the business."** (Return on Investment of Executive Coaching, MetrixGlobal, LLC, November 2, 2001)

## Step 1: Contact The People Piece

Email, call us, or fill out our on-line form to say you are interested in coaching.

## Step 2: Let Us Get to Know You

We will send you a brief questionnaire asking about you and your goals for coaching.

## Step 3: Pair with a Coach

We will match you with the right coach, and set you up for a **free 30 minute intro session**.

## Step 4: Choose the Right Coaching Program

If you decide to proceed, you and your coach will choose the right coaching program for you based on your goals and bandwidth. *Our programs range in cost from \$2,000 - \$25,000 depending on their depth and length, and your coach's level of experience.*

### SPECIAL INTRODUCTORY INSIGHT SESSION **IC M L E**

In this introductory coaching session one of our experienced coaches will work with you to review the results of your questionnaire and self-assessment, support you to identify and explore goals and areas of development, and provide insights and direction for a continued coaching journey. *Discounted cost: \$395*

75 minute session

3 weeks

Intake questionnaire and self assessment, personalized communication from your People Piece coach within 3 weeks of the session

### BUILD YOUR SELF AWARENESS **IC M**

In this introductory coaching series, our coaches work with individual contributors and managers to sharpen and hone their unique emotional strengths and inclinations. Our coaches are a sounding board and guide to help individuals improve their self-awareness, set development goals, and identify activities and practices to achieve more of their potential.

4 sessions

3 months

Self or 360 assessment, minimum of 2 personalized communications and outreach between sessions from coach to coachee during the program

### DEVELOP YOUR SKILLS **IC M L E**

In this coaching series, our coaches help executives, leaders, managers, and high-potential employees develop and improve foundational people skills such as delegation, expectation setting, engagement, and communication techniques including feedback and accountability conversations.

6-8 sessions

4-6 months

360 assessment, minimum of 4 personalized communications and outreach between sessions from coach to coachee during the program

### BECOME A BETTER LEADER **IC M L E**

In this robust coaching program, our coaches help your executives, leaders, managers, and high-potential employees become better leaders and have more impact through improved communication, decision-making, change management, and collaboration abilities. Coachees will deepen self-awareness, resilience, and emotional intelligence, so they can build better relationships, avoid burnout, and be their best.

12 sessions

6 months

360 assessment, minimum of 6 personalized communications and outreach between sessions from coach to coachee during the program

### NEXT LEVEL STRATEGY & TRANSFORMATION **L E**

Our most comprehensive coaching program, this deep dive, transformative experience is specially designed for leaders and executives who are ready to go deeper and transform. Our coaches help leaders and executives develop high levels of self-awareness, self-management, resilience, and well-being, grow next level leadership competencies and capacities, and engage in more robust and complex decision-making to lead their teams and organizations through times of high growth, change, and uncertainty. Our coaches serve leaders and executives as expert sounding boards, long-term thought-partners, and fellow strategists.

20-24 sessions

10-12 months

360 assessment, minimum of 12 personalized communications and outreach between sessions from coach to coachee during the program

### TUNE UP **IC M L E**

Sometimes we all need a little tune up and support navigating change, new opportunities, challenges, and growth. This coaching program is designed for employees, managers, leaders, and executives who have worked with a People Piece coach in the past.

4 sessions

10 weeks

Minimum of 2 personalized communications and outreach between sessions from coach to coachee during the program

Coaching happens by phone, video, and sometimes, in person.

Visit our website [www.peoplepiece.com/coaching](http://www.peoplepiece.com/coaching), email us at [connect@peoplepiece.com](mailto:connect@peoplepiece.com) or call us at 415.48.HUMAN.