



# Leadership Coaching

## Keep the right employees engaged and productive.

Do you have the right leaders in place today to achieve your growth or improvement goals? Do you know who in your organization has what it takes to become a leader? STM offers an in-depth assessment process to accurately measure the leadership, communication, and management competencies of your current or future leaders. Our process allows us to pinpoint the exact issues each individual needs to address in order to improve their leadership capacity. We can also tell you if that individual is ready, willing, and able to accept coaching, development, and professional growth.

Work with STM and get everything you need to improve your leadership team's performance:

- ✓ Candid feedback about which team members can lead your organization today and in the future
- ✓ Clear and specific direction for what and how each leadership candidate needs to improve
- ✓ Customized coaching program for each individual

How satisfying would it be to look back 2, 5, or even 10 years from now and know that you achieved your business goals and have a solid leadership team in place?

## Our Process

- ✓ **Know Your People** - Assess your existing and future leaders and define your company's unique culture with our Culture & Management Study.
- ✓ **Find Who's Ready** - Determine who is ready, willing, and able to accept coaching and development.
- ✓ **Plan for Improvement** - Develop a plan for customized coaching and development of your current and future leaders.
- ✓ **Implement the Plan** - Deliver coaching and training in 60-90 day segments with follow-up and support. This gives your people time to learn something new, test it, gather feedback, and repeat it until they understand it.
- ✓ **Focus on Results** - Work closely with ownership and senior leadership to support the coaching and development process.

Our goal is to earn a place as your strategic partner and be a key resource for the long haul.

**Strategic Talent Management has the tools, knowledge, and experience to solve your people challenges. Call or email STM today about evaluating your team.**



(207) 373-9301  
solutions@strategictalentmgmt.com  
www.strategictalentmgmt.com