

1:1 Leadership Coaching

Executive Presence in Turbulent Times

At Halo Partners LLC, we are dedicated to acting as your ally at every step along your professional and personal growth in becoming a more effective leader.

We know that even in good times, leading a business and team can be incredibly complex and challenging. Combine this with the current business climate and economy - and you have leaders being faced with more hurdles than ever.

This level of complexity requires not only business acumen, but personal leadership acumen or what we call “executive presence”. Leading in turbulent times requires a certain “gravitas” or way of behaving and interacting with others. This includes the ability to develop strong relationships, influence and negotiate well with others, and navigate rapidly changing corporate cultures. Most importantly it requires a high degree of self-awareness.

The catch-22 is that often most CEOs and managers were hired for their business acumen and technical or industry expertise (rightly so) - but not necessarily their people skills or executive presence. Yet, these softer skills are *the most important* skills today that determine success and sustained growth for a leader at the top.

Leaders who understand how closely these people skills are linked to business outcomes and results, place high importance on developing a people based culture in their companies.

They do this by engaging their top leaders in *leadership coaching programs* that enable executives and managers to:

- Uncover blind spots & increase self-awareness
- Enhance relationships
- Develop more effective leadership behaviors
- Help align new behaviors with business goals
- Improve business judgment, decision-making and strategic thinking
- Build their “coaching” and communication skills with others

At Halo Partners we offer a variety of one-on-one and group coaching and leadership services that we tailor to each individual and teams’ needs. Our coaches are certified professional coaches (recognized by the International Coaching Federation), who have years of experience working with CEOs, senior managers and work groups at companies such as Boeing, Group Health, Microsoft, Philips Healthcare, Starbucks and T-Mobile.



Historically, leadership development has focused on an event, such as a training or offsite. But real leadership development includes a transformative process — enabled by coaching — that occurs over time. Think of it the same way you would exercise regularly to build new muscles. You have to put in the time.”

– Marshall Goldsmith, *NYT best-selling author and executive coach*



About Halo Partners LLC



At Halo Partners LLC, we work with leaders, teams and organizations to develop the potential in your people, increase your impact, build your brand, and create success. We have assembled a large collaborative team that can engage with you to develop your people at multiple levels. We offer all levels of coaching (1:1, team, leadership) as well as workshops and train-the-trainer programs. If you need to

scale up, we have experienced ICF-certified coaches on board. If you need other realms of expertise, we have collaborative partners to serve your needs.

For more information, go to www.halopartnersllc.com or email info@halopartnersllc.com.

