



EXECUTIVE COACHING



## Meaningful results through accelerated development

Before people can make progress, they have to understand what's standing in their way. Based on assessments that give insight into the obstacles that are preventing individuals from performing at their peak, we provide proven, personalized coaching to address issues at their root and overcome them. Leaders gain the awareness, tools and techniques to change their mindset, leading to different choices, more effective actions, and positive outcomes.

### Change Starts With Insight

Self-awareness about your own strengths, challenges and needs is an essential baseline. Because assessment is a key component of personal and professional growth, we leverage it as a core component in our executive coaching program. Although we are certified to use a variety of assessments to help individuals discover their potential, we find that the Birkman Method is particularly effective in providing insights that enable people to self-manage, avoid unproductive behaviors, and improve their impact and effectiveness as leaders.

When leaders can consistently leverage their own strengths and reduce negative and reactive behaviors, they are able to become better leaders of others.

**"As an executive coach, Mike is able to take the complicated and turn it to the simple."**

~ Rebecca Shimkus, COO, Commonwealth Trust

### One-on-One Coaching: Turning Insight into Action

Executive coaching differs from typical leadership development in that it's more accelerated, more intense, more rigorous, and more personalized. Consequently, our clients get faster results.

To begin, we review the results of the Birkman assessment and provide a detailed report that highlights strengths, avoids harsh criticisms or judgments, and encourages professional growth. These results form the foundation of the one-on-one coaching sessions that follow. These sessions are goal-based and outcome-focused. We take into account the individual's leadership goals and the objectives and expectations of the organization, and develop a plan with measurable and meaningful actions to improve leadership performance. We regularly track and measure progress against these objectives, including setting new objectives as the previous are met, to ensure that coaching is having the desired impact on the individual and, in turn, the business.

## One-on-One Coaching: Turning Insight into Action *continued*

What makes our coaching sessions so unique and productive is our ability to discern the root cause of obstacles that are preventing the participant from reaching his or her full potential. Our process focuses on a series of proprietary leadership methodology principles to improve personal awareness, personal ownership, personal

accountability, and personal effectiveness. The goal is to improve the confidence and capabilities of the individual so that he or she can positively impact the organization.

Through coaching, leaders gain the awareness and applicable techniques to first change their mindset. They can then make different choices, leading to different and better actions and outcomes for themselves, their team, and their organization.

**“The Coaching Sessions have helped make me calmer and more centered so I can be a more effective leader who makes thoughtful measured responses.”**

~ Katie LaCelle, Financial Management Deputy Director, Definitive Logic

## Our Experience



### **Mike Nally, Founder & CEO**

Established in 2003, Nally Ventures has grown from the vision and capabilities of our founder and CEO, Mike Nally, a serial entrepreneur and creative innovator with a passion for service and a commitment to helping our clients excel. As a former Army Ranger and current entrepreneur, Mike blends his passion, military experiences, advanced education and corporate expertise with an unwavering commitment to leadership growth.

Prior to forming the company in 2003, Mike spent 15 years working in corporate environments, ascending to multiple corporate executive positions including Executive Vice President, President, Chief Operating Officer, and Chief Executive Officer.

Mike advanced his study in leadership with a B.A. in Military History from University of Maryland and an M.A. in Organizational Leadership from Gonzaga University. He participated in renowned professional development and leadership development programs including the Disney Institute and GAP International Executive Challenge program.

**Let's talk about how we can help your leaders and your business excel.**

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