

TODAY'S LEADERSHIP COACHING

Executive Coaching
Leadership Development
Corporate Training



Developing Leaders Who Deliver Results

Experience **Significant Growth** in your business

Receive up to a **600% ROI** on your leadership development programs

See your executives and managers **Achieve Maximum Performance**

Assist your teams in producing **Better Results Faster** with less conflict

Discover how you can improve **Employee Productivity by 80%**



"There are many elements to achieving successful business results. Leadership is number one. Everything else is number two."

Here at TLC, we specialize in developing leaders who deliver results. Our clients experience increased performance, productivity and profitability. If these are important issues to your business, call us today for more information."

*Tom Horne, CEO
Today's Leadership Coaching, Inc*

www.TodaysLeadership.com
(630) 253-4290

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*Leadership is not a magnetic personality—that can just be a smooth tongue.
It is not about making friends and influencing people—that is flattery.
Leadership is lifting a person's vision to higher sights,
the raising of a person's performance to a higher standard,
the building of a personality beyond its normal limitations.*

Peter F. Drucker

TODAY'S LEADERSHIP COACHING, INC

Developing Leaders Who Deliver Results

Executive Coaching Builds Leaders Who Deliver Results

Leadership is the challenge to be something more than average. It is being true to your vision, passion and character and doing the right thing, even when it's not popular.

Entrepreneurial vision is the standard for leaders as they transform organizations—and the people in them by being catalyst for change.

All great leaders have one characteristic in common—the willingness to confront the major obstacle that keeps ordinary managers from becoming extraordinary leaders—self-knowledge.

Delivering results that matter is critical to successful leadership—profits matter, performance matters, but people matter most.

Empowerment is used by leaders to encourage their team to achieve maximum potential while maintaining personal satisfaction.

Relationships are critical to leaders because they truly believe people are their number one competitive advantage.

Strength and growth areas are used by leaders to help their teams discover and maximize their natural strengths, while developing growth areas.

Honesty and integrity are characteristics of great leaders. They strive to live consistently with their values in their personal and professional lives.

Insight and intuition are valued as critical to success and a great leader learns to listen carefully to his or her intuition to make wise and careful decisions.

Personal life balance is viewed as a positive characteristic. Great leaders seek to model this, realizing that examples have more followers than reason.



"As the President of my company, I found my coaching so helpful, I personally recommended Today's Leadership Coaching to more than 20 CEOs and senior executives I know."

President

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Executive Coaching Produces a 600% ROI

Executive coaching is a collaborative partnership focused on helping your leaders and teams reach peak **performance**, increase their **productivity**, and develop more effective leadership skills in their workplace resulting in significant corporate growth and **profitability**.

Executives at Fortune 1000 companies experienced a **600% Return on Investment (ROI)** when they were provided with 1-on-1 executive coaching.



Specific results of executive coaching include significant improvements in:

- ▶ Leadership productivity
 - ▶ Bottom-line profitability
 - ▶ Successful team outcomes
 - ▶ Employee motivation
 - ▶ Quality of products and services
 - ▶ Creating leaders who deliver results
- ▶ Aligning individual and corporate goals

TODAY'S LEADERSHIP COACHING, INC

Developing Leaders Who Deliver Results

A Case Study of TLC's Executive Coaching

Client Background

William, a 48-year-old senior executive, was considered to be on the fast track to the top at his Fortune 500 company, but struggled with relationships with his colleagues and managing others.

Key Issues

William worked with his Executive Coach to identify some growth areas in his communication skills, dealing with anger, and clarity when expressing himself. He often avoided conflict until he became angry, which led others to respond in a defensive manner.

The Coaching Process

The initial coaching focused on advanced communication skills. William discovered when to apply new tools for expressing his own thoughts more clearly. He and his coach practiced these skills and applied them to various work situations.

William became more effective as a leader by:

- Discovering new ways to develop his team
- How to instill motivation
- Ways to increase productivity and results and
- Build positive relationships

William learned to set better boundaries with others and learned appropriate ways to share his frustration with co-workers before his or their actions became detrimental to the team's relationships and productivity.

The Results

Over the next few months, William's team became more productive and their overall performance greatly improved. At the same time, he felt much more respect and acceptance from his co-workers and direct reports. He became known as an excellent listener and keen team player, while increasing his sense of personal satisfaction and work-life balance.

He was, once again, back on the fast track.



"Even if executive coaching costs \$50K (which it doesn't), it's barely a rounding error to invest in the coaching of a key player who has responsibility for millions of dollars and for key human resources. Coaching is a success if one direct report, who used to be intimidated to speak up, comes up with an innovative idea."

—CEO
Fortune 100 company

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Benefits to Companies who Partner with TLC



"The executive coaches at TLC helped me turn my company around. They worked with me to help me focus on the strategic areas of building my people and my business, not just the day to day tactical work."

—CFO

Cutting-edge companies partner with us to:

- ◆ Dramatically improve leadership skills
- ◆ Make significant improvements in employee motivation and productivity
- ◆ Safely chart a solid course in times of transition
- ◆ Rapidly resolve conflict between individuals and teams
- ◆ Develop high performance teams
- ◆ Discover how to maximize their competitive advantage

"Business coaching and executive coaching is the **most effective means** for achieving sustainable **growth, change and development** in the individual, group and organization."

—HR Monthly.



"The advancement that I have seen in my own career and personal development is amazing. I highly recommend Today's Leadership Coaching for every executive serious about improving employee performance."

—Vice-President

TODAY'S LEADERSHIP COACHING, INC

Developing Leaders Who Deliver Results

How to Increase the Effectiveness of Your Training by 80%

U. S. companies spend over \$300 billion annually training their managers, executives and employees to become more productive, yet most experience only a short-term increase of 20-25% for all their efforts.

Adding a customized coaching component to your training program has been proven to increase employee's productivity by over 80%.



We offer...

Powerful Workshops & Practical Seminars

We can help you to: develop effective teams in times of transition, overcome conflict, deal with difficult people, improve corporate communication, and increase your employee productivity.

We focus on **understanding you** and your people and **custom design** programs and interventions to meet your specific needs. The results are:

- ◆ Significant increases in training effectiveness
- ◆ Rapid business growth even in a down turn
- ◆ Higher levels of employee motivation in times of transition
- ◆ Increased managerial productivity
- ◆ Leaders who deliver results
- ◆ Growth in bottom-line profitability

Follow-up Leadership Coaching and Team Coaching

We regularly use follow-up coaching with our training events to ingrain the learning, further customize the application to individual situations, and increase the ROI of training to both the employee and company.

Personal Leadership Profiles

Through individual, team, and leadership profiles, you can discover how to enhance strengths, overcome conflict, and build effective relationships. We can provide you with objective and strategic input for making critical employment decisions.

What could your company do with the money you save when your key employees' productivity increases by 80% or more in 6 months?

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Use Corporate Training that Delivers Results

Use your training to significantly increase EMPLOYEE PRODUCTIVITY.

Discover how to best MOTIVATE YOUR PEOPLE.

Sharpen your competitive edge for MAXIMUM IMPACT.

INCREASE PERFORMANCE in your team with less conflict.

Build leaders who DELIVER RESULTS.



"If you see your people as your #1 competitive advantage and you want to know how to best keep them motivated and productive, call us. We can increase the success of your efforts and help you deliver the results your business demands."

**Stephen Fairley, M.A., RCC
Speaker, Author & President
Today's Leadership Coaching**



TODAY'S LEADERSHIP COACHING, INC

Developing Leaders Who Deliver Results

Seminars & Workshops that Increase Performance

We offer more than 20 seminars and workshops in a variety of formats including company presentations, short seminars, full-day workshops and teleclasses.

Peak Performance in Times of Transition

People deal with change and transition very differently. This seminar helps participants understand common reactions and helps them stay flexible and sustain top performance, especially in times of change.

Coping with Conflict

Conflict is a natural and normal part of our existence, but how we handle conflict can make or break us as a leader, team or company. Our conflict coaching workshop can help you start the process of effectively resolving conflict and increasing your problem-solving skills.

Coaching Skills for Leaders

Loaded with experiential exercises, this workshop is designed to ensure sustained learning and application of skills over a wide variety of situations.



Communication Excellence

In today's busy world average communication skills are not enough. Your communication must be meaningful, clearly understood and impact others. This interactive training program will provide you and your employees with the skills to develop excellence in all of your personal and corporate communications.

Personality Differences at Work

Understanding the diversity that comes with individual differences and personality styles can help you relate better to your clients and increase your team's creative problem solving. It can assist you in viewing changes and flexibility as positive characteristics, and using differences can strengthen your overall approach to business.



Visit our website at www.TodaysLeadership.com for more information about our presentations and workshops.

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Presentations & Speaking that Improve Productivity

When selecting speakers and trainers, it is critical to find professionals with proven track records. There is a reason why we are brought back year after year by our clients.

Our presentations are **impacting and relevant**.

Our keynotes consistently receive the **highest remarks**.

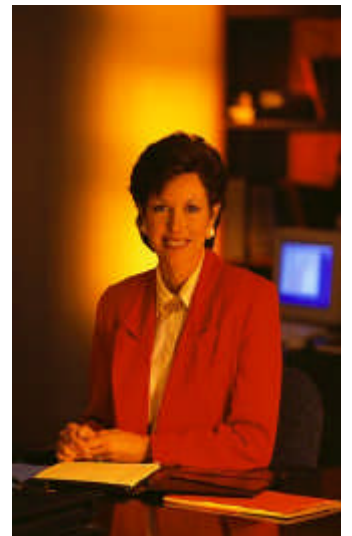
Our workshops are **highly interactive** and eminently practical.

Our seminars are **completely customized** for

MAXIMUM IMPACT!



- ◆ Leadership Development
- ◆ Coaching Skills for Leaders
- ◆ High Performance Team Building
- ◆ Motivating Employees Without Money
- ◆ Building Your Professional Service Business
- ◆ Successfully Navigating Change & Transition



Thank you for one of the best presentations I've been to on how to advance my career as a female executive. 'Breaking Through the Glass Ceiling' was precisely what I needed.

—Managing Director
Fortune 50 company

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Developing Leaders Who Deliver Results

“Thank you for considering Today's Leadership Coaching for your executive coaching, leadership development, team building, and business development workshops.”

--The Today's Leadership Coaching Executive Team



*Left: Stephen Fairley, President
Center: Tom Horne, CEO
Right: William “Biff” Roman, VP*



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A Partial Client List

We have worked with some well-known Fortune 500 companies to build leaders and executives who deliver results, including:

Abbott Laboratories	Accenture
Andersen Consulting	Andersen Worldwide
Bank One	Carat Media Group
Bank of America	JP Morgan Chase
Getronics	IBM
KPMG	Lucent Technologies
Merrill Lynch	Mellon Bank
Microsoft	Motorola
Quaker Oats	SC Johnson
Tellabs	Wang Global

Developing Leaders Who Deliver Results