



WHY LEADERSHIP COACHING IS SO CRUCIAL

Leadership development and coaching has risen to a top offering in the post-pandemic workplace. Why is it so in demand?

WHAT DOES THE HIGHEST PERFORMING TALENT WANT?

Increasingly, the best talent demands executive and leadership coaching for professional development, especially in the post-pandemic workplace. Consistently, nearly 80% of workers rank leadership coaching as important or very important offerings from their employers, according to surveys conducted by Challenger, Gray & Christmas, Inc., a global outplacement and executive coaching firm.

Due to myriad circumstances and economic uncertainty over the last few years, dramatic change has come to C-Suites nationwide. In 2019, 1,640 CEOs left their posts at U.S. companies, the most on record, according to Challenger which has tracked CEO turnover since 2002. In the first half of 2022, Challenger tracked the highest number of CEO exits on record, up 20% from the same time in 2021 and up 6% from the previous high of recorded in the first half of 2006.

These numbers indicate the enormous challenges befalling corporate leaders. Are existing leaders coalescing with the new CEO? Do new leaders have the support and space to meet their goals? Team assimilation is crucial in the early days of new leaders' tenures, and team cohesion allows for the growth and success that boards, shareholders, stakeholders, and employees expect.

In addition to team cohesion, the hiring of a key leader represents a significant investment for an organization. According to Michael D. Watkins' First 90 Days, about 40% or more leaders fail to integrate well, adapt to the organizational culture, and build important relationships critical to success. Replacing an executive can cost millions of dollars in lost revenue, severance packages, and search fees. It can also be considered a highly-visible failure with negative impact on not only employee morale but also public perception of the strength and stability of business leadership.



ENTER EXECUTIVE COACHING

Moving onboarding beyond "forms and faces," Executive Coaching increases a leader's positive impact on people and the bottom line. Since it is a highly-tailored professional development and support, Executive Coaching is as valuable to a promising leader ascending to a new role as it is to a new, high-profile hire.

Executive Coaching is what high-potential, high-performers want. It can ensure successful assimilation of leaders and teams, as well as the success of business transformations and bold new initiatives, while enhancing company cultures and facilitating key relationships with internal and external stakeholders.

Executive coaches bring something unique to the table: expertise in the people-side of business and leadership. A coach can ensure and accelerate success as a trusted resource, thought partner, strategist, and sounding board. This level of access to their coachee creates a powerful level of positive influence. Coaches help their coachees with both efficacy and confidence, enhancing leadership competencies with a focus on relationships.

With a renewed and laudable focus on diversity, equity, belonging, and empathy at companies around the globe, Executive Coaching raises the bar for exemplary leadership, benefitting the coachee and ultimately, the whole organization.

MEET CHALLENGER'S BUSINESS & EXECUTIVE COACHES

- Senior business leaders with P&L and people leadership experience
- Trained Executive Coaches through an accredited program
- Proficient in multiple 360/assessments
- Driven to provide the highest quality service and experience
- Have amassed at least 150 coaching hours prior to joining the Challenger team

Challenger Executive Coaches are highly qualified functional/operating and HR/talent leaders. Many have ICF affiliations with ACC, PCC, MCC certifications. Our Executive Coaches have experience across industries and roles, tackling a breadth of business and leadership challenges.

WE ARE LEADERS WHO SERVE LEADERS AND STRENGTHEN ORGANIZATIONS.