

-Tom's executive coaching philosophy and method overview—



Systems Theory

I leverage family systems models and apply it to you as our coaching proceeds to surface dynamics at play. I will design targeted interventions that will dramatically accelerate the productivity of you and your organization.



Neuroscience

All my coaching is supported by the leading and latest research in Neuroscience and Leadership.



State of the Art Coaching

Your coaching is supported by new behaviors that are called structures. When you practice and use these new behaviors and way of Being you will, over time, form new neural pathways and develop new habits that will last you forever.



Strategic Context

I have observed that when coaching is embedded in the strategic landscape and operational dynamics of a business, the pace of change will be significantly accelerated.



The deliberate path of our coaching engagements



Identify Mindset Evolution

"Old Mindset" to
"New Mindset"

From Reactive to
Intentional.



Design and Conduct Experiments

"New Behaviors
create more self-
aware behaviors"



Integrate Insights and Refine Practices

New Habits begin to
develop new Neural
Pathways.



Leverage Structures to Counter Regression

Regression is a
normal human
phenomena.

Learning from the
speed and quality of
recovery is the goal.



What is required of you to ensure your success?

- Commitment:** Prioritizing attendance at your coaching sessions to optimize your individual leadership development.
- Curiosity:** Being open to explore all areas of your leadership journey and to experiment with new behaviors that will optimize and accelerate your leadership development and growth.
- Relationships:** Being in Intentional Relationships™ with others on your team and in your organization throughout your coaching and beyond to enable feedback, iteration, and integration of new learnings.
- Practice:** Committing to repeated practice of new behaviors embedded in existing structures to strengthen new neural pathways and sustain growth and development (for example; keeping a daily journal of accomplishments).
- Your Leadership Development is Ongoing:** Coaching sessions typically last 90 minutes and occur every other week over a period of 3 to 4 months. You will be expected to continue to use your developmental behaviors (habits) for a minimum of 4 months until you feel they have become “Second Nature” and you have begun to transfer (teach) relevant Best Practices to a minimum of 10 leaders in your organization and they have demonstrated their effective use.

