

Leadership Coaching

Strengthen Your Organization's Leadership Capacity
with The Clearing's Coaching Services



Coaching Services

Today's executives and emerging leaders face unparalleled challenges. Leaders are at the center of many tensions: stakeholder dynamics, emerging technologies, and an uncertain market landscape.

More money is invested into leadership development than any other area of corporate learning, yet **71%** of organizations are not confident that their leaders are able to guide their organizations into the future.¹

The Clearing can help. At its essence, The Clearing's leadership coaching services support leaders in aligning their behaviors and actions with achieving the results that are most important to their long-term success and to the success of their organizations.

Specifically, we offer customized coaching services to support the navigation of internal and market demands. Our tailored programs can serve different points in a leader's growth - leaders in transition, those guiding organizational changes or dealing with succession planning, or emerging leaders. Using principles of adaptive leadership, social complexity, and positive psychology, we empower leaders to expand the competence and capacity needed to serve their organizations.



The Clearing's Approach to Coaching



Whatever the purpose for engaging a leadership coach, most important is that leadership coaching is integrated into a leader's daily work - to ensure that leaders dedicate themselves to relevant and timely professional development.

¹https://www.brandonhall.com/mm5/merchant.mvc?Screen=PROD&Product_Code=IP15+-+State+of+Leadership+Development+2015

Our Coaching Process

1 Kickoff

The coach and client coactively create a tailored program, in which the two establish assumptions and social contracts for open and candid feedback, using The Clearing's feedback model.

2 Self Assessment

Leaders conduct a self assessment, using their choice of a variety of best-in-class assessment tools, all of which capture diverse leadership feedback from multiple sources.

3 Debrief

The coach debriefs the leader with their assessment results, highlighting intervention opportunities and incorporating custom coaching into the schedule.

4 Target

Leaders set and achieve meaningful outcomes that reinforce the culture required to drive healthy performance; Coaches advise leaders according to goals.

5 Surpass

Coaches guide leaders in tracking insights, performance gains, breakdowns, and breakthroughs.



Benefits



Heightened awareness of blind spots



Increased span of influence across an organization



Improved efficiency and effectiveness in prioritizing work



Expanded awareness of how external influences can affect a group or organization



Improved ability to plan for and manage external changes



Increased ability to achieve outcomes



This program taught valuable lessons about not only my own leadership skills but also how to better understand those around me and communicate more effectively with them.

— Executive, Professional Services Firm

Certified Tools

The Clearing team includes certified leadership coaches with access to diverse organizational assessment tools including, but not limited to:

The PRIMES principles of group dynamics ©2018

The Leadership Circle Profile

Myers-Briggs Type Indicator (MBTI) ®

MBTI ® Step IITM

Gallup's CliftonStrengths™

FIRO-B ®

Thomas Killman Instrument (TKI)

Organization Transformation Index (OTI)

Who We Are

The Clearing is a boutique professional services management consultancy that partners with top leaders as they address strategic and operational opportunities or risks in an intentional, time-bound, and human-centered way.

Inspired by the idea of creating “clearings” to tackle critical challenges, consulting veterans Chris McGoff and John Miller founded The Clearing in 2009. Today, we apply our people-first approach to change and transformation in service of leaders working to solve society's most complex problems.

Interested in learning more about The Clearing's executive coaching services?

Contact us today to learn more.



**Ready
to Chat?**

📍 The Clearing, Inc.
1250 Connecticut Avenue, N.W.
Suite #625
Washington, D.C. 20036

🌐 www.theclearing.com
📞 202.558.6499
✉ info@theclearing.com