



# Centre for Character Leadership

in affiliation with Redmond & Associates

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## Executive Coaching

**Kathleen Redmond**, PCC, Senior Partner supports leaders in developing effective, engaging, performance-driven communication. As a certified coach, trainer, author, faculty in the University of Guelph MA Leadership Program and with over 25 years of work place experience, Kathleen focuses on the character requirement to inspire teams, increase engagement and produce results.



### Who should explore Executive Coaching?

#### Leaders who:

- Want to ensure powerful engagement of your team.
- Struggle with performance challenges on your team.
- Are frustrated with "personality conflicts" that can be disruptive.
- Are concerned about the potential for negative conflict.
- Wish to ensure best possible communication with your leader as well as peers and direct reports.
- Choose to collaborate rather than compete.
- Are looking for private, focused and objective support from your coach.

### Benefits of Executive Coaching:

- You determine your success indicators
- Personal, private and consistent support
- You receive feedback in an appropriate and supportive, trustworthy manner
- We work together to ensure momentum

### The Process:

- An introductory (courtesy) call or meeting to ensure correct fit
- Agreement creation based on your goals, milestones and measurement of success
- The relationship can be cancelled with a two week notice by either party (Coach or Coachee)

**From the Harvard Business Review January 2009** "Executive coaching does appear to be creating a space for itself in the corporate landscape, particularly with the shift toward coaching high performers."

### Reference

*I have used the services of The Center for Character Leadership several times and in particular I have found Kathleen's coaching services and resources extremely valuable in working through complex leadership challenges of the workplace.*

*Kathleen takes the time to do an in depth review of the issues at hand with you. She is an excellent listener, understands the nuances and accountability issues of the workplace and from a coaching perspective challenges you to look at yourself, grow from your strengths and leverage them, as well as how to contain your weaknesses.*

**John Walker, MBA**  
Dean, The Centre for Hospitality & Culinary Arts, George Brown College

**Call today to book your courtesy coaching conversation. 905 478 7962**