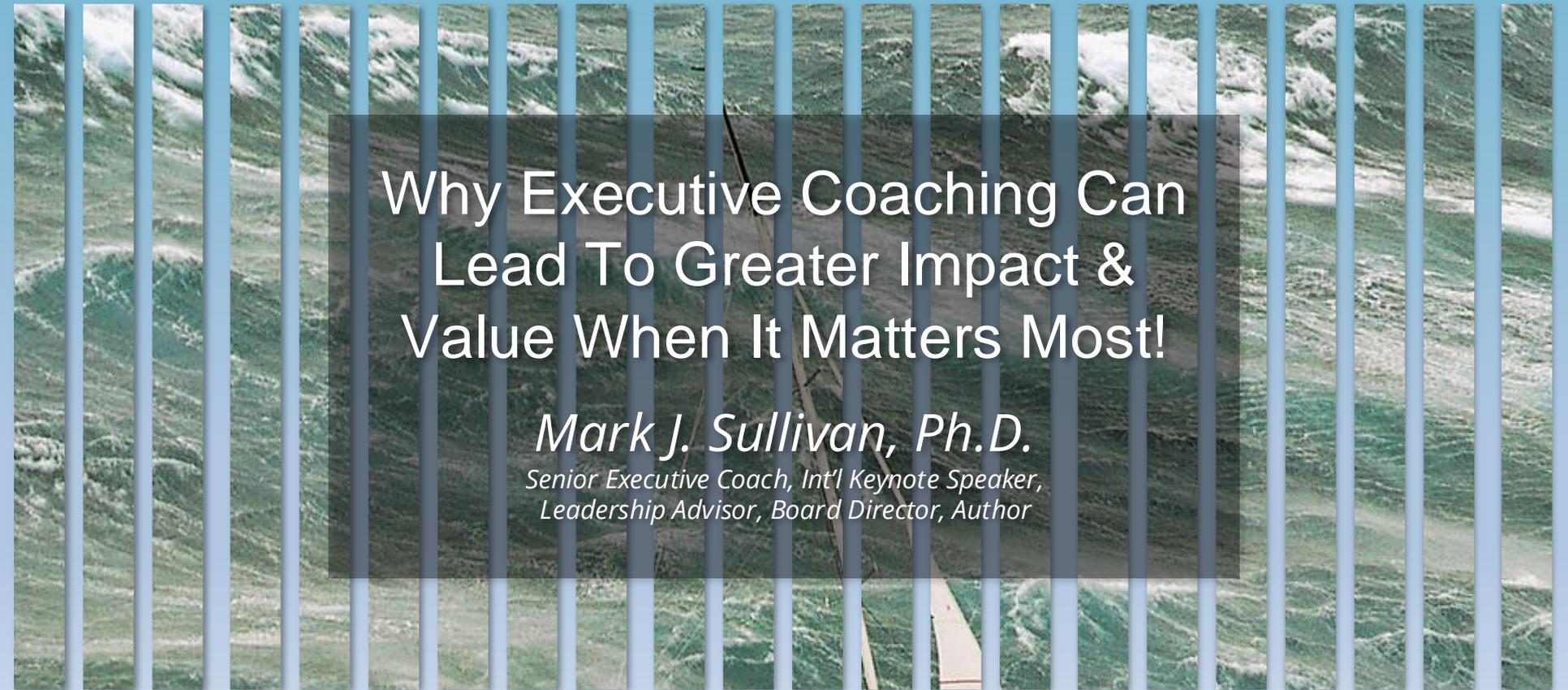




COACHING PREVIEW

The 90-Day Executive Coaching
Concierge Program
Performing In High-Demand Environments

The background of the lower half of the slide is an aerial photograph of a river with white water rapids. The image is overlaid with a series of vertical, semi-transparent bars that create a striped effect.

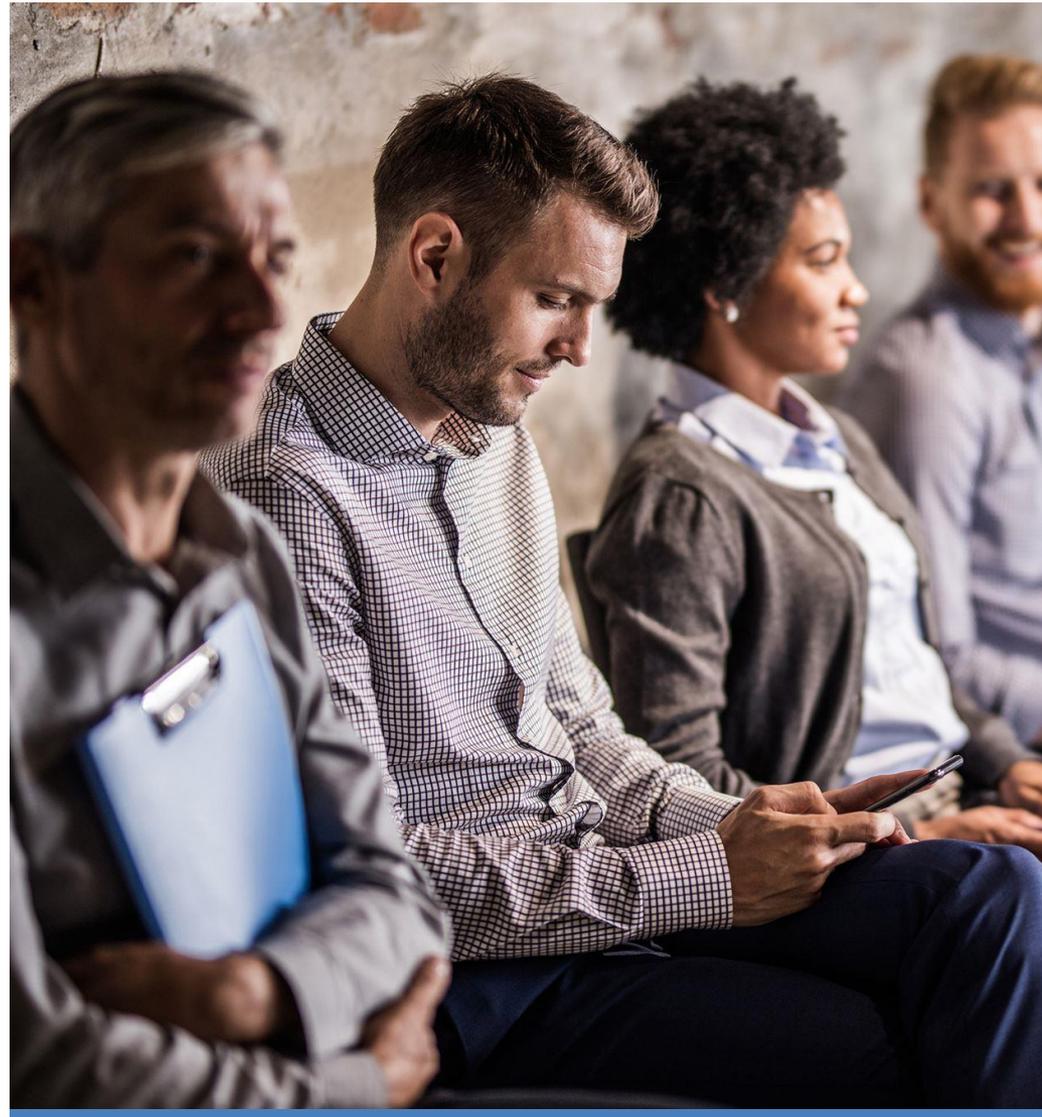
Why Executive Coaching Can
Lead To Greater Impact &
Value When It Matters Most!

Mark J. Sullivan, Ph.D.

*Senior Executive Coach, Int'l Keynote Speaker,
Leadership Advisor, Board Director, Author*

The Power of Executive Coaching

- Unlocking Potential for Leaders
- Enhancing Decision-Making Skills
- Building Resilience in High-Stress Environments
- Fostering Effective Communication and Collaboration
- Achieving Strategic Goals with Confidence



INTELLECTUAL PROPERTY

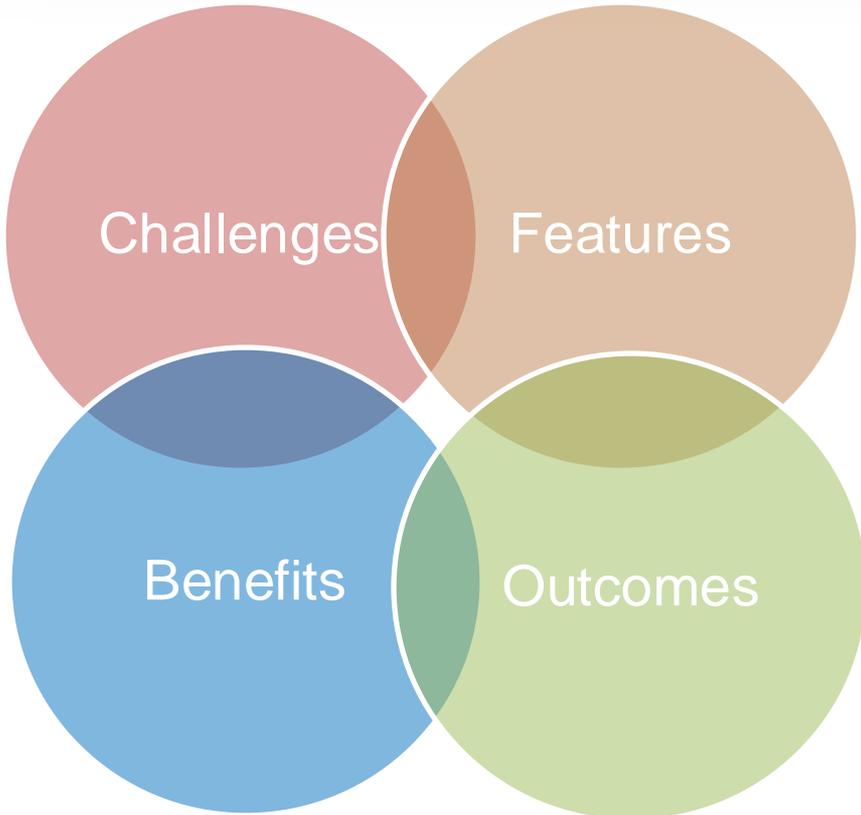
****Notice of Copyright****

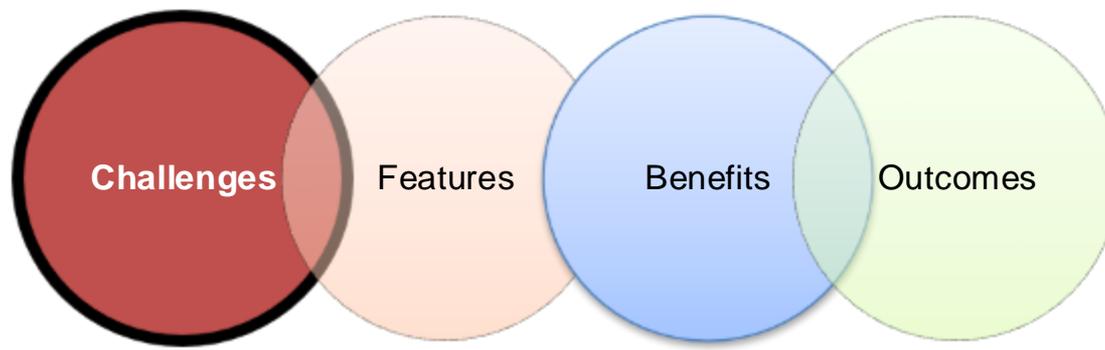
The materials contained in this document are the result of extensive research and professional practice accumulated over many years and are protected under the copyright laws of the United States of America. Copyright © 2024 by Mark J. Sullivan, Ph.D. All rights reserved.

No part of this publication, in whole or in part, may be reproduced, stored in a retrieval system, or transmitted by any means, whether electronic, mechanical, photocopying, recording, or otherwise, without the express prior written consent of the copyright holder.

PURPOSE

- ❑ Preview the Senior Executive Coaching Concierge Program Addressing Four Areas



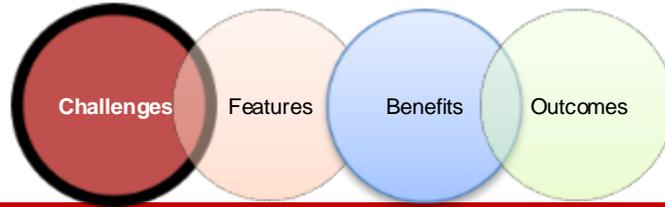


Today's Executive Has A Tough Job!

Executive Environment:

- **Speed** to produce results with constrained resources.
- **Hidden Risk** with never-ending changes and mixed signals on direction and (cross) purposes.
- **Ever Increasing Expectations** with less of a safety net.
- **Tension and Conflict** from multiple perspectives and people; and being misunderstood as the norm.



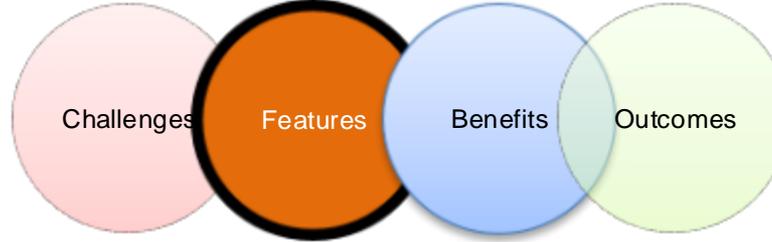


Being On The Same Page With a Common Understanding Is Easier Said Than Done!

ANGER
FRUSTRATION
CONFLICT
AVOIDANCE

A conversation that does not go well usually ends up in anger, frustration, withdrawal, and/or future conflict avoidance as much as 82% of the time. The frequency of conversational conflict in the American workforce has increased 220% in the last five years.

The Workforce Engagement Study
Accenture, 2018



Plan your work and work your plan!

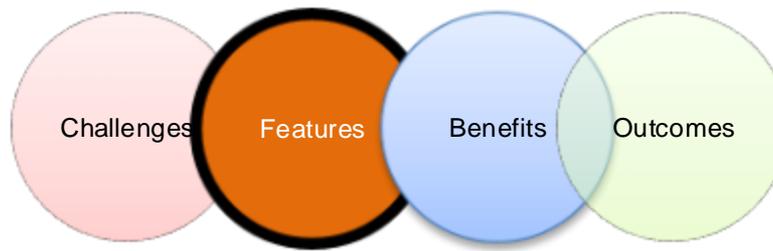
True step-level, performance-based growth is hard and often requires courage and timely outside-in, thoughtful, well-practiced, evidence-based feedback.

There are multiple steps required in accelerating performance while partnering with a seasoned coach who thoughtfully crafts break-through strategies for maximum impact.

They include:

- Assessment
- Analysis
- 7-Step Development Process
- Practice & Feedback
- Tools, Support Material

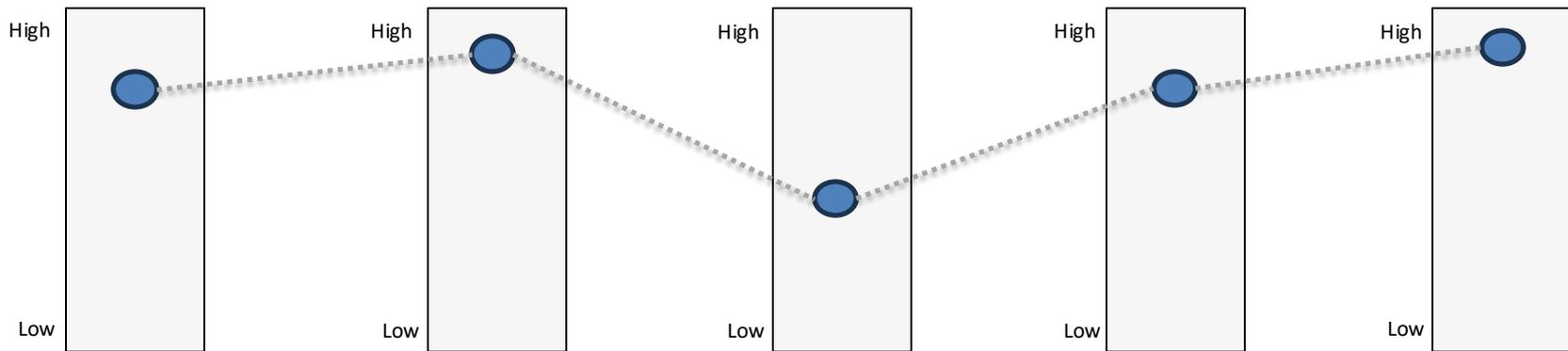




Assess, Analyze, Develop Expertise In Targeted Opportunity Areas!

Performance Development Portfolio

Skill Areas Frequently In Demand For Improvement Or Enrichment



Relationship Mgmt:

- Critical Conversations
- Influence Skills (360)
- Alliance Partnership
- Client Engagement
- Business Development
- Team Building
- Social Networking

Command Skills:

- Tough Decision Making
- Delivering Hard Messages
- Providing Timely Encouragement
- Creating Urgency and Accountability

Executive Presence:

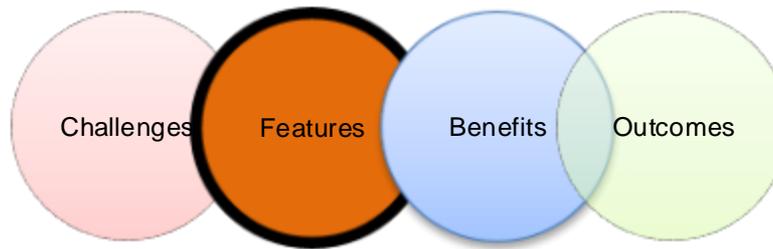
- Presentation Skills
- Speechcraft
- Board/Town Hall Engagement Settings
- Bid Proposals & Orals
- Jury Trial Interfaces

Conflict Resolution:

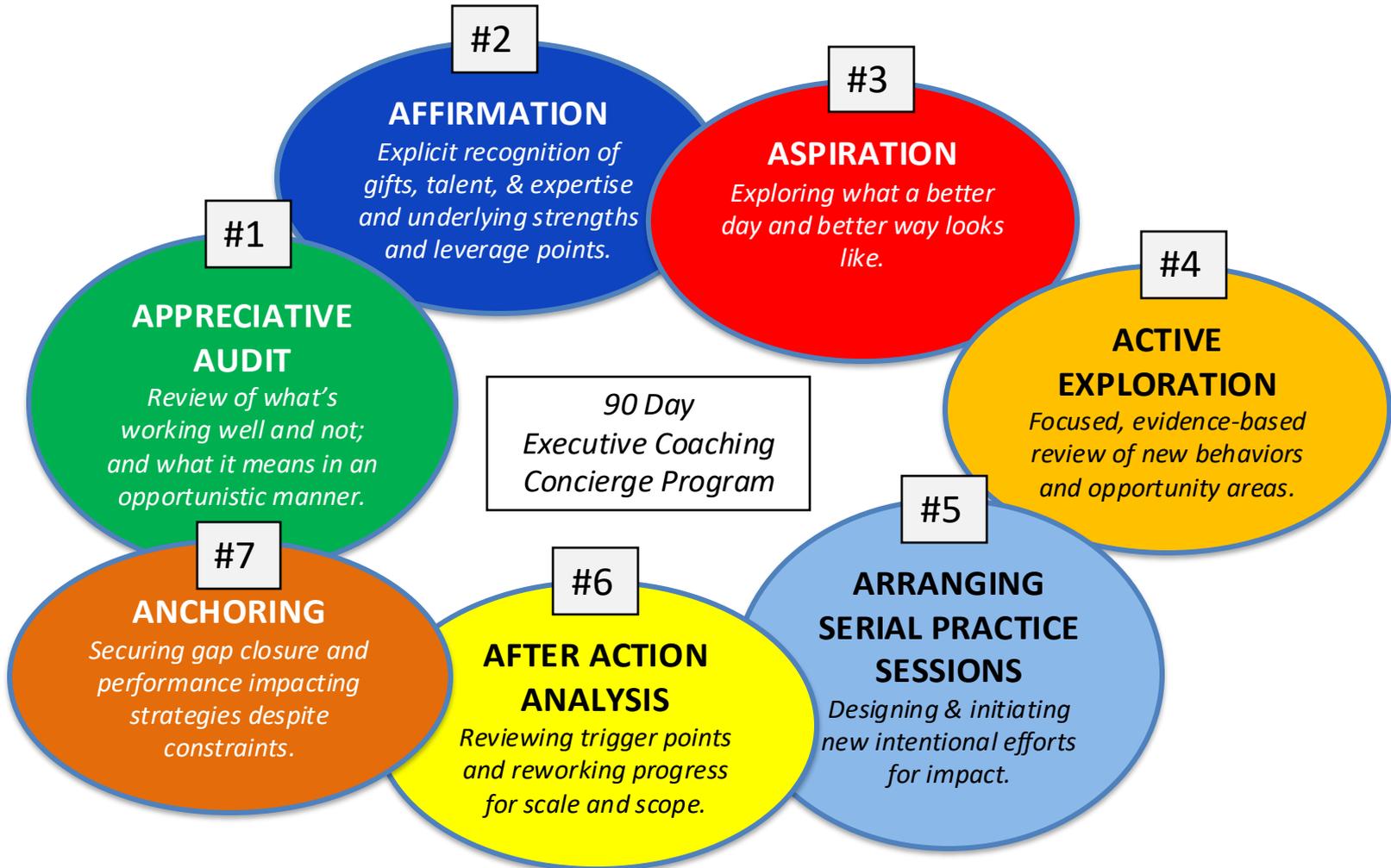
- Engaging Differences
- Mediation
- Conflict Deceleration
- Collaboration Skills

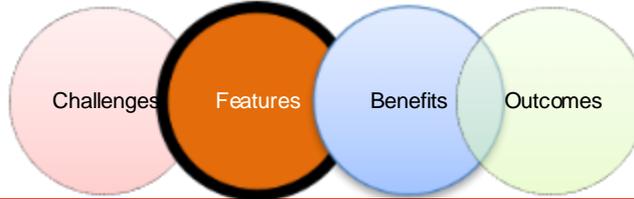
Change Mgt:

- Execution & Risk Mgmt.
- Process Mapping
- Turnaround Effort
- Acceleration Focus
- Contraction
- Coms & Feedback
- Culture Shift

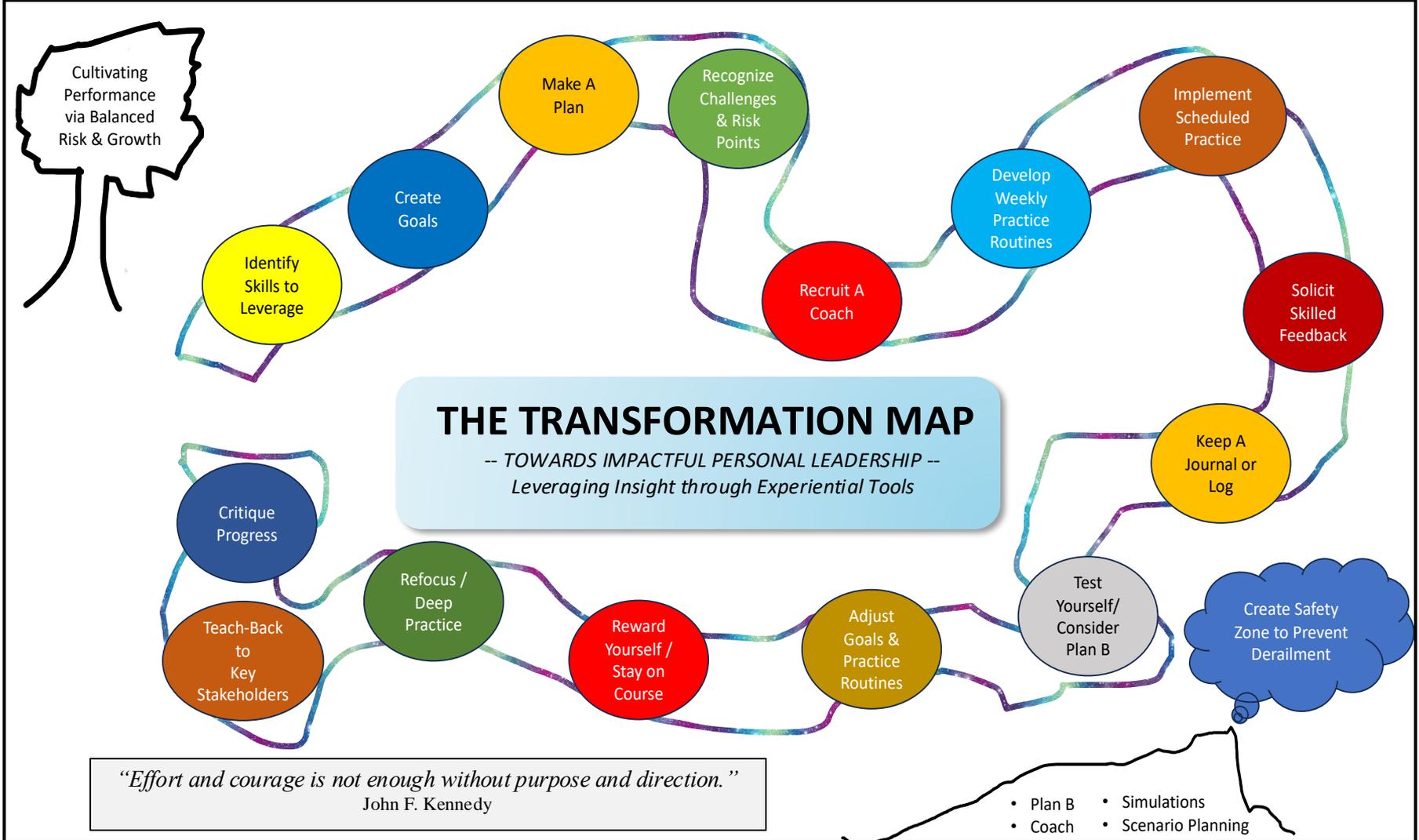


Seven Step Development Process In Accelerating Expertise





A Planning Tool For Performance Development

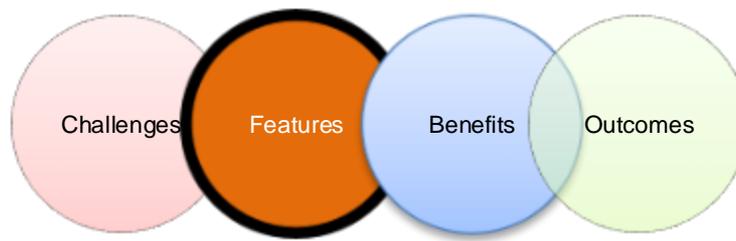


Cultivating Performance via Balanced Risk & Growth

Create Safety Zone to Prevent Derailment

*"Effort and courage is not enough without purpose and direction."
 John F. Kennedy*

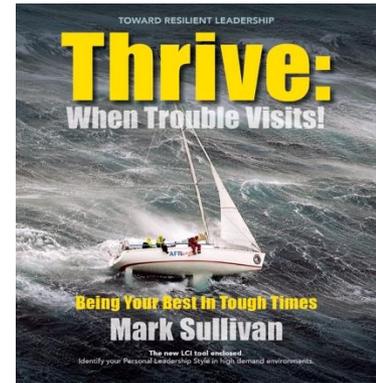
- Plan B
- Simulations
- Coach
- Scenario Planning



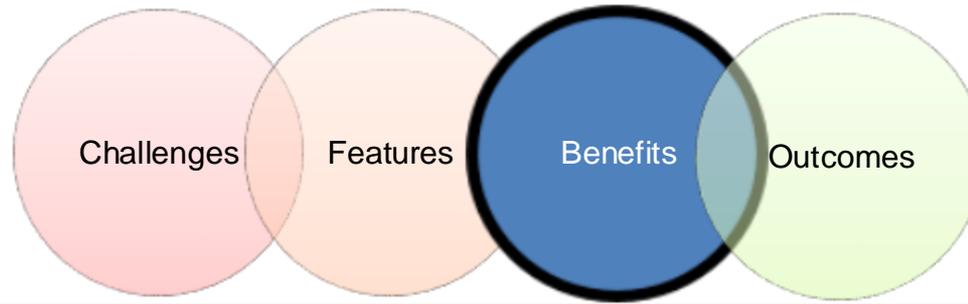
Sample Tools Used In Cultivating Actionable Insights!



SUPPORT MATERIAL THRIVE Book & LCI Leadership Assessment Tool



- Embedded in the new popular press edition of THRIVE is the acclaimed complementary personal leadership assessment tool, the 12-minute online ***Leader Challenge Index*** (LCI), with a confidential customized *Feedback Report*.
- Feel free to order it here if interested:
<https://he.kendallhunt.com/product/thrive-when-trouble-visits-being-your-best-tough-times-popular-press-edition>



There is a significant payoff in investing in professional coaching services!

- The American Management Association (AMA) reports that executives that fully embrace a professional, seasoned coach will outperform their peer group by a *two-to-one difference*. They are likely to:
 - **produce more significantly at a strategic, operational and revenue level.**
 - **be more readily positioned to function at an officer or board level.**
 - **offered larger, pivotal responsibilities.**
 - **gain accelerated, elevated stature against their executive peer colleagues.**

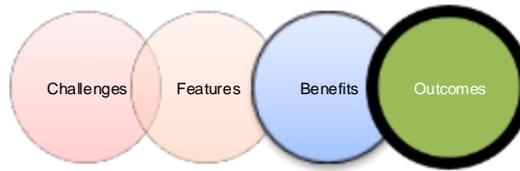
Investment Tip:

The best investment you can make is investing in yourself.

Warren Buffet

72% of Fortune 50 CEO's have employed a senior executive coach either before or during their first CEO assignment.

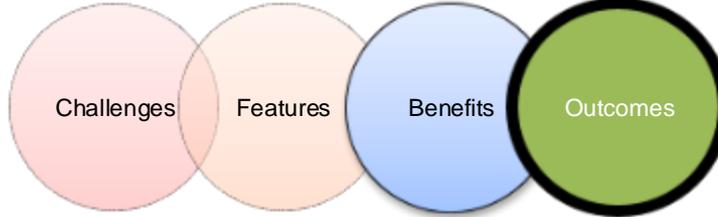
Accenture State of the CEO Report, 2019



Performance Factors		Executive w/ benefit of skilled coaching	Executive w/ NO coaching	Variance Supporting Coach vs. No Coach Support
Eight measures against peer executives with titles including VP, SVP, EVP, GM, President, Owner, or C-level (e.g., Chief Counsel, Chief Marketing Officer, CFO)		Interquartile Range: 0.0-3.0*	Interquartile Range: 0.0-3.0*	
1.	Contributes uniquely differentiated value	Q2.4	Q1.6	0.8 ↑
2.	Accelerates impact and results	Q2.9	Q1.3	1.6 ↑
3.	Cultivates strategic relationships	Q2.95	Q1.2	1.75 ↑
4.	Both more creative and actionable problem solving	Q2.1	Q.65	0.35 ↑
5.	Resilient under demanding conditions	Q2.5	Q1.9	0.06 ↑
6.	More dependable throughput & output	Q2.7	Q2.5	0.2 ↑
7.	Higher engagement skills w/ workforce and clients	Q3.0	Q1.2	1.8 ↑
8.	Superior oversight of resources, margin and assets	Q2.5	Q2.2	0.3 ↑

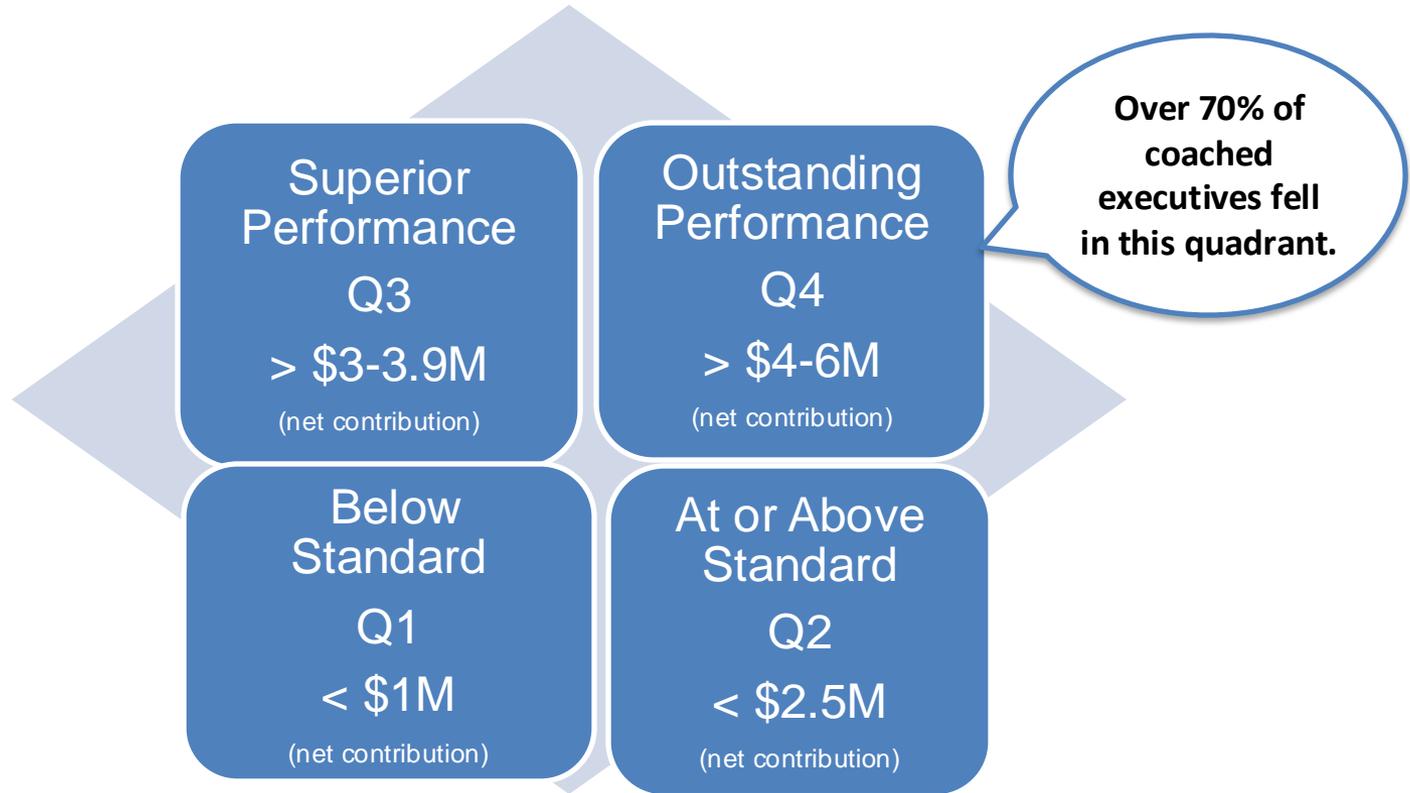
* **The Interquartile Range** or IQR has a formula of $IQR = Q_3 - Q_1$. The IQR gives us a sense of the data's spread around the median, excluding possible outliers. Therefore, the interquartile range is often more informative than the range for datasets that contain outliers. Higher numbers are generally more valued in data sets when seeking performance optimization. Scores are normalized against multiple indexes.

Note: Above IQR scores based on 23 years of endomorphic, qualitative, thematic analysis in a pool of over 50 general managers, senior executives and global functional leads in Dow 30 and Fortune 50 companies under the oversight or peer partnership with Dr. Sullivan.



By Quadrant: Monetized Value of Executive Performance!

Peers of Equivalent Level In A \$50M Net Revenue Mature, Mid-Market Firm*
 -- Value Creation Per Annum in Market-Facing Roles --
 (At a department or unit contribution level)



* Illustrative - Case example: Market-facing executive pool over 36 quarters in a B2B global line of business environment using finance and human resource performance data.

Mark J. Sullivan Testimonials



- “As someone in business for over 30 years, Dr. Sullivan surprised me with his penetrating questions, speed of understanding my work environment and circumstances, and his skilled, steady hand in guiding me so that I could merge my company with another that really made a difference. He is a humble yet tough presence that brought wisdom and care when I really needed it.”

A Technology Senior Executive in the Aerospace Industry

- “Mark is a thoughtful, spirited force for good that made me pay attention to what I really needed to do to get promoted into the C-Suite.”

A General Manager in a Tier 1 Global Manufacturer

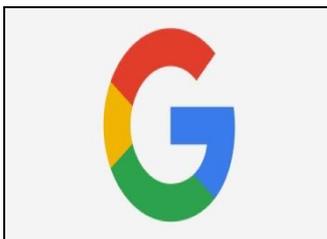
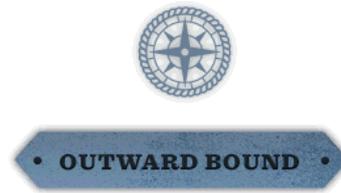
- “Bottom-line, I find you become the best there is by the talent you keep. From my point of view, Mark is such talent. He is a premier coach with loads of experience that helps you to take the necessary steps which will significantly raise your game in making tough calls, sharing hard messages, being more compassionate, assertive and thoughtful when it matters. This is easier said than done, but he seems to pull it off from what I have seen.”

A Chief Talent Officer

- A very successful Board colleague of mine that I greatly respect continued to talk about how effective Mark is, so I gave him a call. Without sounding like I’m overstating things; I’d say he is genuinely credible which helped me to change things I was doing in a larger way than I could have ever imagined. In my experience, his strategic questioning, listening, and support got me to a whole new place. I believe he’s one of the best there is which is not something I say lightly.”

A President of a Life Sciences Company

A select collection of signature organizations that have engaged
Dr. Mark J. Sullivan
for accelerating performance and impact in demanding times!





Career Highlights:

- International keynote speaker
- Award-winning MBA business school professor
- Senior executive in multiple Dow 30s, Fortune 50, and G1K/global 1000 companies
- Executive Coach and Board Director
- Author of signature leadership books, journals, and newsletters
- Featured in multi-channel and live media

Education:

- Fitchburg State University, BS
- Harvard University, MA
- Case Western Reserve University, Ph.D.



Mark J. Sullivan, Ph.D.

Organizational Psychologist
*Specializing in cultivating growth
and performance in high-demand,
high-challenge environments.*

mark@performancelearningacademy.com

+1 508.419.2499



Mark J. Sullivan, Ph.D.

Keynote Speaker and Executive Coach

+1 508.419.2499

mark@performancelearningacademy.com

Resilient Leadership | Strategy | Performance Impact

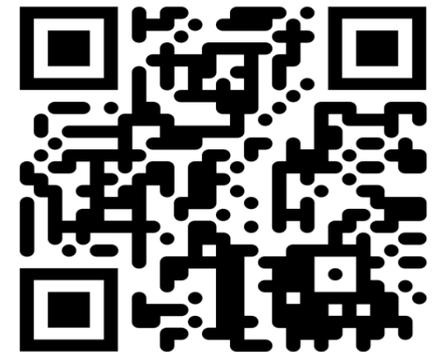
- *Contact Mark Sullivan for a complementary consultation on Executive Coaching, Keynote Speaking or Leadership Advisory services at: mark@performancelearningacademy.com*

TOWARD RESILIENT LEADERSHIP

Thrive:

When Trouble Visits!

Order Book Here:



Being Your Best In Tough Times
Mark Sullivan

The new LCI tool enclosed.
Identify your Personal Leadership Style in high demand environments.