



COACHING THAT IMPACTS RESULTS... IN THE ORGANIZATION AS A WHOLE

LeaderShift® Insights acts as senior advisor, thought partner and executive coach to the C-level and other executives. Coaching enhances skills and creates awareness to help you drive exponential performance through others. Each engagement is tailored to deliver specific outcomes, direct actionable steps and encouraging support in a safe, objective and challenging environment.

WHY COACHING?

- Demonstrate visible leadership in transition
- Bridge the gap between how you are perceived and how you need to be perceived to advance faster
- Intentionally create and reinforce or strengthen your personal brand
- Advance specific business outcomes
- Overcome targeted development areas
- Create breakthroughs in team performance
- Increase value to the organization
- Think more broadly and strategically
- Navigate and capitalize on complex corporate political systems
- Improve your ability to influence and communicate key messages
- More effectively integrate work and life commitments
- Increase emotional intelligence to reduce stress

Nearly 30 years developing executives internally and externally has taught us much about what works. This is reflected in a unique approach to:

FASTER RESULTS – we work with clients to build an improved business outcome and behavioral objective from the start. We do not require an exhaustive battery of tests. Often this simply takes too long to digest before moving forward. After a consultation, we recommend what makes sense and move ahead. You get clear on what's important and see faster results. If deemed necessary, additions can easily be assimilated into the process.

WHY LEADERSHIFT?

IMPROVED TEAM PERFORMANCE – a leader's effectiveness is proportional to their ability to drive performance through their team. We combine leadership coaching with team interviews, alignment, and strategic planning to accelerate progress on business objectives.

ACCESSIBILITY – engagements use a flat fee structure to allow access as needed, in addition to scheduled sessions. We want our clients to leverage their coach rather than count pennies.

WHAT ABOUT ASSESSMENTS?

Our coaches have access to a wide range of leadership and multi-rater assessments and tools and will use them judiciously based on the needs of the client. Our unique approach is focused on getting to know our clients and creating a tailored solution to optimize self awareness and results.

RESULTS DRIVEN PROCESS

Our coaches are passionate about the effectiveness and agility of leaders at all levels. We enable leaders to create alignment to drive breakthrough performance and advance what is important to them. Our proven approach achieves sustainable results:

BUILD RELATIONSHIP

- Introductions
- Outline the Engagement
- Determine Logistics
- Define Manager Involvement



GATHER DATA

MONTH
1

- Coaching Kick-Off
- Feedback from Key Stakeholders
- Performance Data
- Select & Complete Assessments
- Debrief Results



PLAN FOR ACTION

- Create Development Plan
- Input from Manager/Sponsor
- Finalize and Prioritize Development Plan



COACH FOR SUCCESS

MONTHS
2-5

- Consistent Coaching Meetings
- Complete Action Items
- Update Manager as Appropriate



MEASURE SUSTAINABILITY

MONTH
6+

- Evaluate Results
- Capture Lessons Learned & Behavior Change Sustainability Plan



JENNIFER EGGERS | ALLENTOWN, PA


YOUR COACH

JENNIFER EGGERS is the Founder & President of **LeaderShift@ Insights Inc.**, a firm known for helping leaders dealing with disruptive change who want to increase their organization's capacity to adapt so they can emerge stronger and more effective faster. A consultant, coach, best-selling author and speaker, Jennifer has a passion for creating alignment and resilience so your team can do more with what you already have. She is a masterful facilitator known for creating shared agendas and unraveling tough issues that hinder results.

With a unique ability to align diverse stakeholders and global experience in consulting and corporate roles, Jennifer's integrated approach to creating alignment develops leaders at all levels while enabling learning and productive dialogue. She is the creator of **RapidOD**, a collaborative fast approach to organization restructuring; highly charged workshops on Influence, Resilience, and Driving Sustainable Change.

With over 20 years of Coaching Experience, Jennifer has coached entire leadership teams as well as officers and directors of many Fortune 500 companies. She is known for repositioning personal brands, driving behavior change, and increasing senior leaders' ability to drive performance through others. Her book, *Resilience: It's Not About Bouncing Back* is a #1 international best seller.

Jennifer is a former Partner with Cambridge Leadership Group; Vice-President, Leadership Development & Learning for Bank of America; and has held several other senior roles in Learning, Organization & Leadership Development at AutoZone and Coca-Cola Enterprises. She has designed and executed large-scale initiatives including mergers, enterprise restructuring, talent management, performance-management and team development. Her kitchen English approach and proprietary research backed solutions resonate equally well from the shop floor to facilitating complex strategy and issues resolution sessions with C-Level Executives. She is a Strategic Partner with University of Georgia Executive Education, an Advanced Practitioner in Adaptive Leadership, and a member of the Adaptive Leadership Network at Harvard's Kennedy School of Government.



"We help you clarify the real issues and get them out on the table where they can be solved. Because you can't solve what you're not talking about."

-Jennifer Eggers

CERTIFICATIONS: Certified Speaking Professional (CSP), Twice certified Executive Coach, Culture Types, Meyers Briggs Type Indicator, Hogan, Hogan for Selection, Mediation, Design for Six Sigma, Six Sigma Green Belt

AREAS OF EXPERTISE: Adaptive Leadership, Organization Design/ Restructuring, Strategic Conversations, Global Leadership, Strategy Execution, Talent & Performance Management, Change Management, Leadership & Executive Development, Action Learning, Creating Alignment, High Performing Team Development

SELECT CLIENT LIST

- State Bank & Trust
- AutoZone Parts Inc.
- BIC
- Honeywell
- The Home Depot
- Marsh Berry
- AvMed HealthCare
- Bank of America
- Call2Recycle
- Coca-Cola
- UPS
- Coca-Cola Enterprises
- Johnson & Johnson
- Mayo Medical Labs
- Biosense Webster
- University of GA
- Vanco
- TenCate
- SantaFe HealthCare
- Ingredion
- Delta Airlines
- Coca-Cola Enterprises
- Mondelez
- Conduent