

Organizational Effectiveness Assessment & Team Alignment Executive Coaching



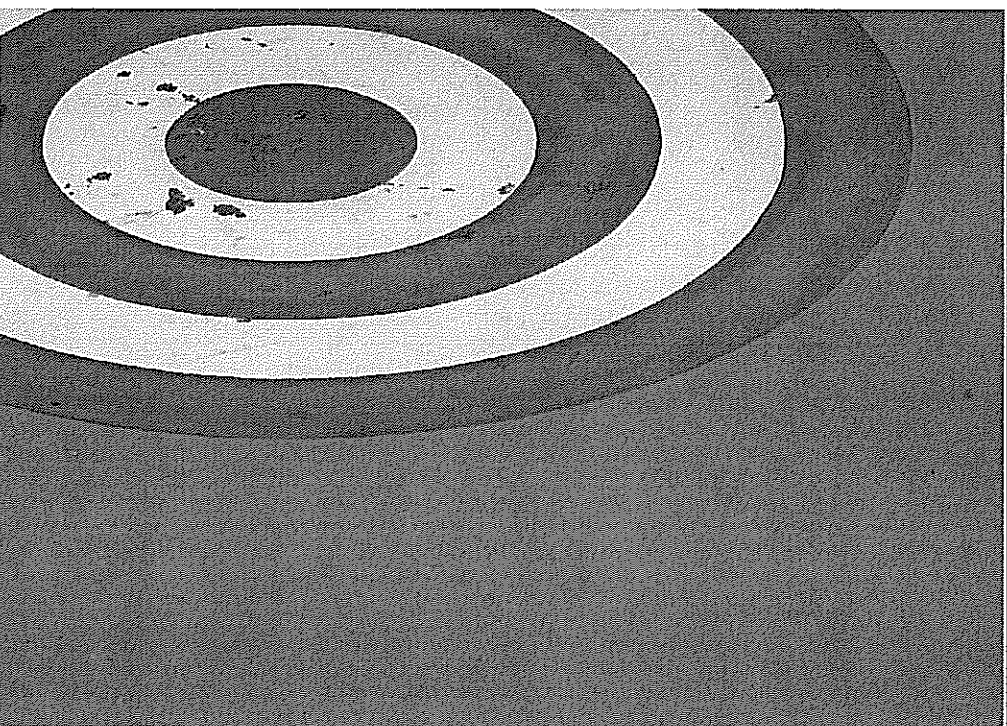
DATA DRIVEN, HOLISTIC APPROACH

Increase awareness of critical issues - Align on priorities - Unify teams - Move leaders into action

Accelerating Momentum Within Tiger Academy



OVERALL OBJECTIVES

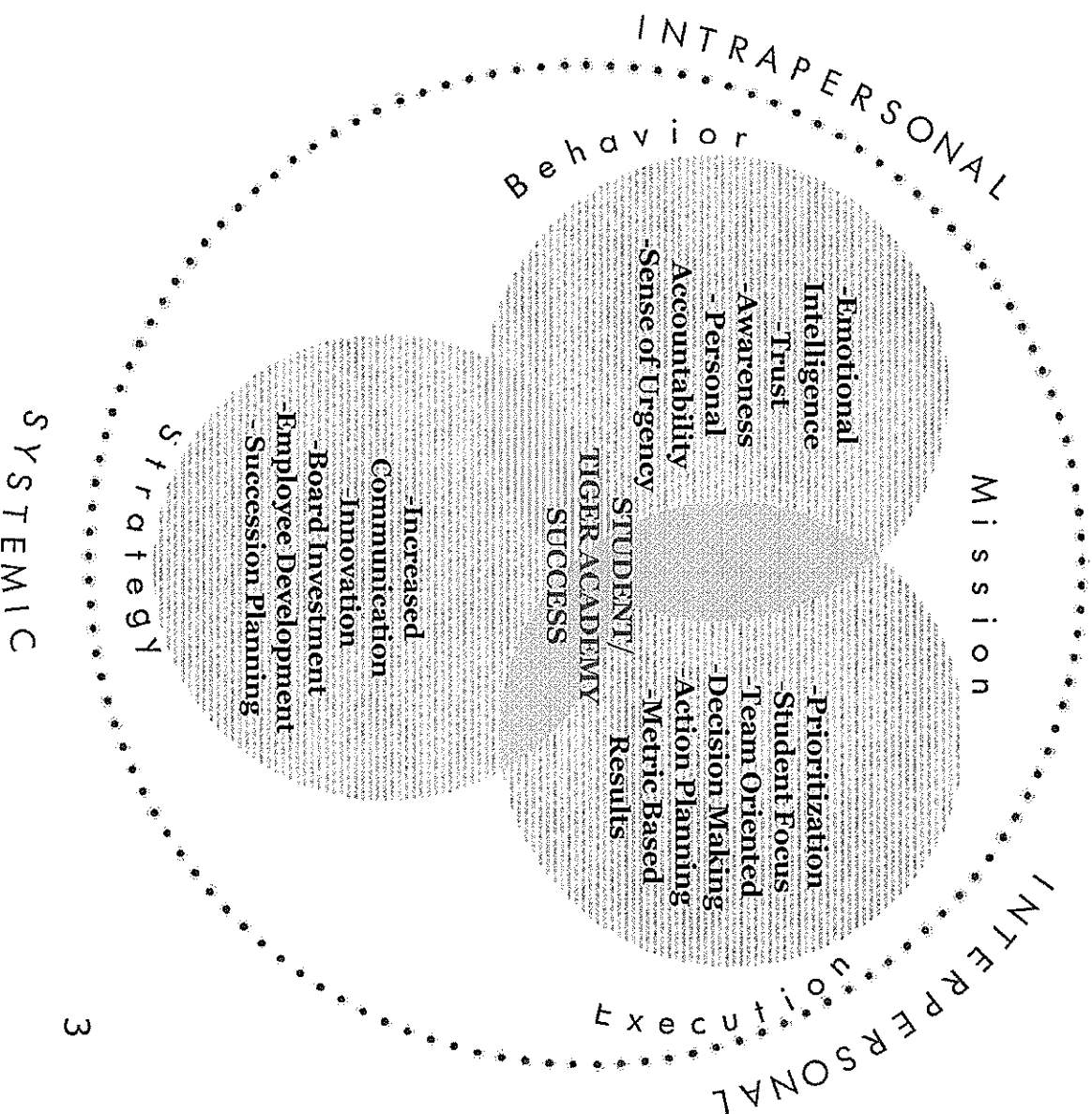


- Enhance Tiger Academy's leadership team effectiveness by providing a North Florida-based coaching resource with extensive executive coaching experience.
- Provide a team effectiveness assessment that centers on data gathering which provides the leaders with in-depth feedback and practical action plans for improving their organizational and individual results.
- Build the leadership skills and develop these leaders who can drive accelerated student success.



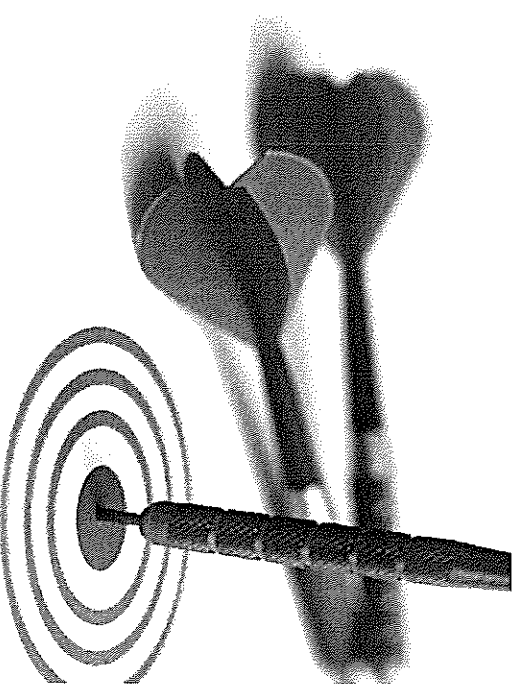
OUR HOLISTIC METHODOLOGY

- a) **INTRAPERSONAL:** ABILITY OF INDIVIDUALS TO SELF-MOTIVATE, INCREASE THEIR LEVELS OF AWARENESS, PERSONAL COMMITMENT, AND DEDICATION TO INCREASE LEADERSHIP EFFECTIVENESS.
- b) **INTERPERSONAL:** ABILITY TO FUNCTION WITHIN A TEAM AND OTHER RELATIONSHIPS. THIS INCLUDES CONFLICT MANAGEMENT, INFORMAL COMMUNICATION, AND ALIGNMENT OF THE INDIVIDUAL ON GOALS, MISSION AND VALUES.
- c) **SYSTEMIC:** OVERALL STRATEGIC PLANNING AND SUPPORT INCLUDING PROCESSES, STRUCTURE, POLICIES, PROCEDURES, BENEFITS AND FORMAL COMMUNICATION METHODS.





TEAM ALIGNMENT OBJECTIVES



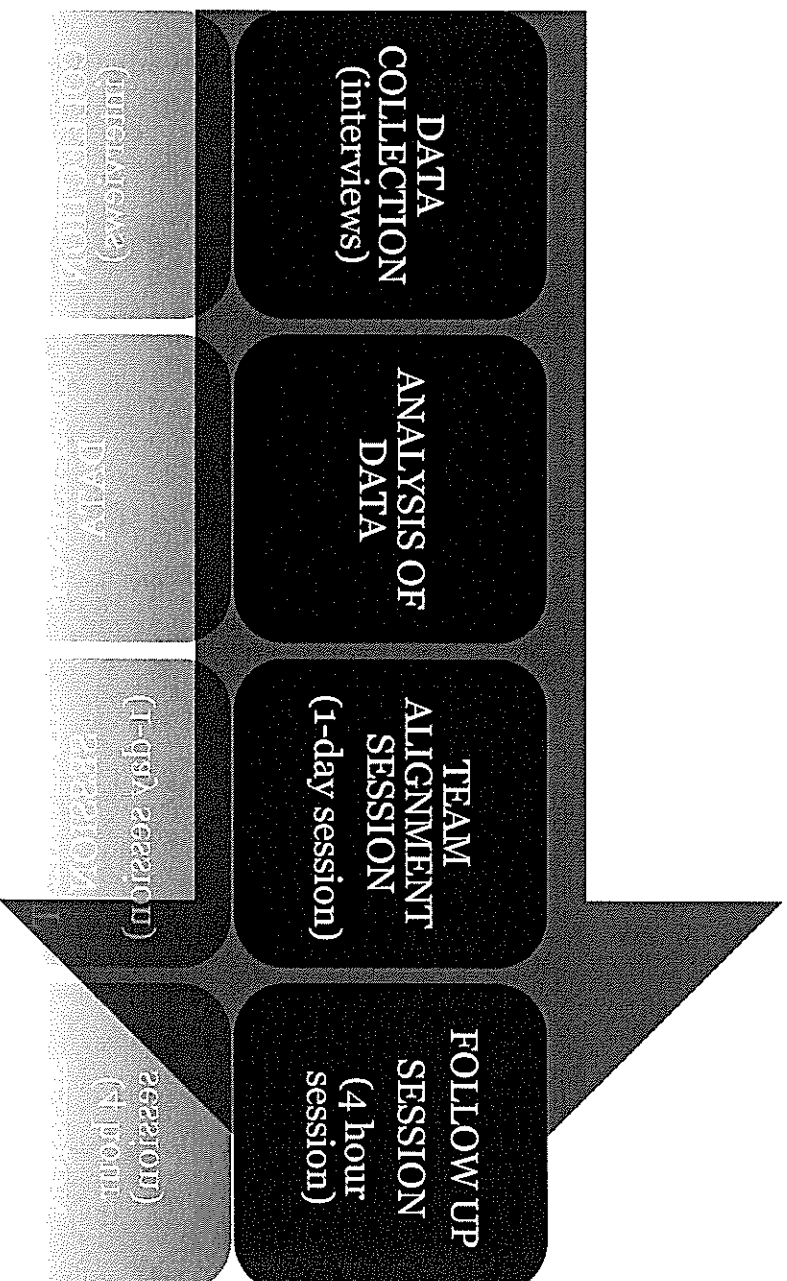
- Strengthen the leadership team's alignment and culture, by developing an atmosphere of transparency, trust and increased communication within the team.
- Increase the leader's effectiveness, self confidence, executive maturity and accountability, identifying those behaviors which the leader and the leadership team is using which are effective and ineffective, creating a potential ripple effect within the organization.
- Gain an understanding of current concerns, clarify specific issues, and identify core strengths from data gathered through in-depth anonymous interviews with key board stakeholders, the leadership team and a group of teachers.

We are starting to change a culture to one of leveraging the power of one corporation versus individual business units or individual departments. My Executive Solutions brings to us a different view and helps us incorporate through their team alignment the vision that ISC is one entity.

*Laura Jackson
VP Human Resources
International Speedway Corporation*



PROCESS



The feedback techniques created a sense of collaboration and acceptance communicated with candor and respect. Thanks to your teachings, our IT team pulled together instead of apart. We learned that along side change dwells opportunity for great success. Now, our IT department enthusiastically embraces change and innovates through challenges which increases demand for our services.

Beth Branham
CIO, MHA-Compliance

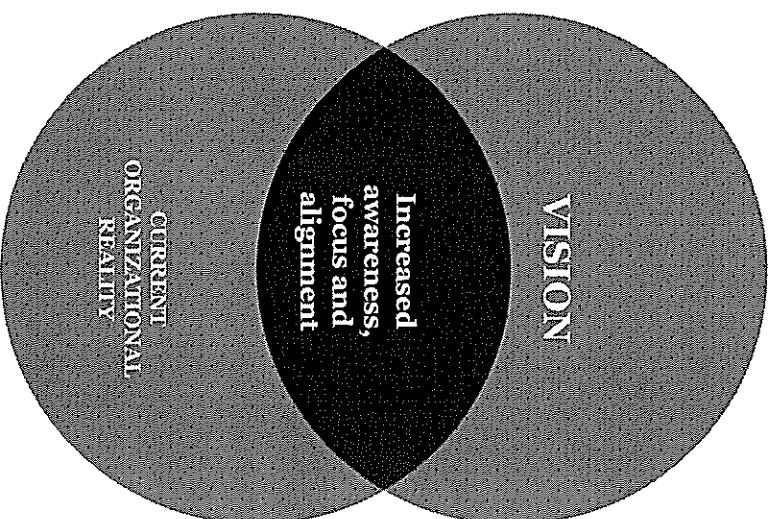


MY EXECUTIVE SOLUTIONS

the power of one, one leader, one team, one organization



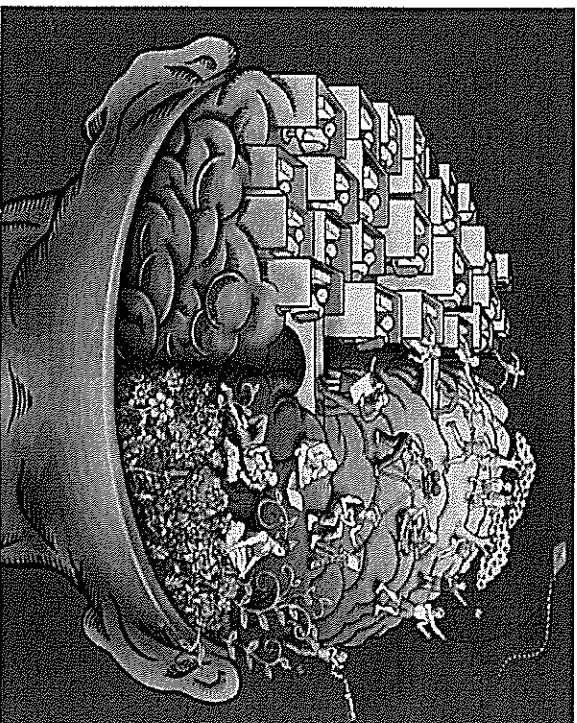
ORGANIZATIONAL EFFECTIVENESS ASSESSMENT: DATA COLLECTION



- Our Organizational Effectiveness Assessment provides leadership teams with an understanding of their current issues and underlying strengths within the organization.
- Data is gathered through in-depth anonymous interviews with the key board members, the leadership team and a small subset of the teacher base.
- Questions are customized to address the behaviors, skills and competencies that are most critical to the success of the team.
- Data is collected for both the collective team and individual leader to ensure impact is assessed at both levels.
- Detailed quantitative and qualitative reporting is produced to identify patterns, strengths and areas of opportunities.
- Extensive documentation guides the action planning which supports the organizational success.



MBTI DIAGNOSTICS



In preparation for the team alignment session, My Executive Solutions will administer the MBTI diagnostic to the team session participants.

•**The Myers-Briggs Type Indicator® (MBTI®)** – the most widely used personality assessment tool in the world. With a proven record of reliability spanning more than 50 years, it offers a foundation for understanding individual differences and applying that understanding to the ways people think, communicate, make decisions, take in information, and interact.

"I'm pleased to recommend My Executive Solutions to your company. They brought a level of expertise to the organization that allowed Wounded Warrior Project to take the next step in our program expansion. By providing a clear and linear communication technique, many of our leaders were able to take their management strategy to the next level. I recommend My Executive Solutions without hesitation and would work with them again given the opportunity."

*Sincerely,
Steve Nardizzi, Executive Director
Wounded Warrior Project*



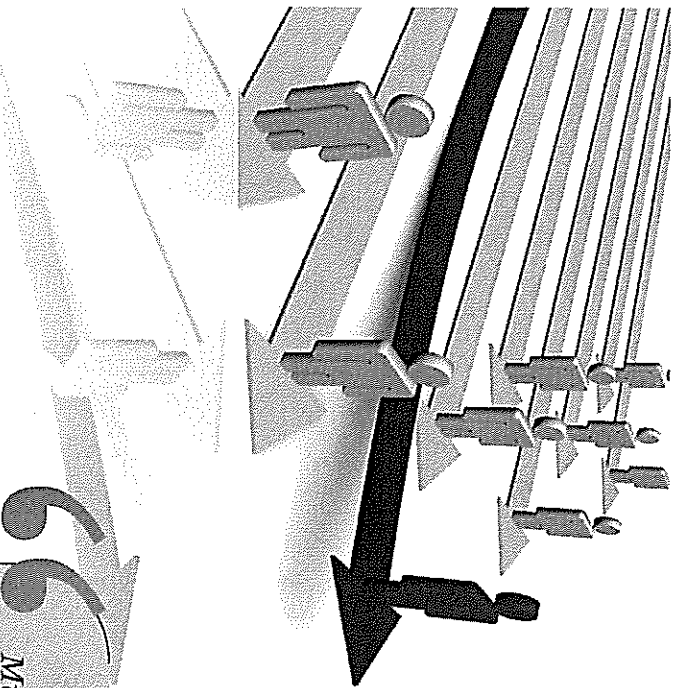
TEAM ALIGNMENT SESSIONS

ONE DAY SESSION

- During the team alignment session, the team identifies key organizational issues and their causes, creating a stronger sense of individual and team accountability. This in-depth work aligns the culture, and creates a momentum within the organization that focuses individual leaders and their teams on critical priorities, designed to create momentum and buy in for the future vision.

FOLLOW UP MEETING

- The follow-up session capitalizes on the data and team momentum and engages the key sponsor and board chair fully in the process through the review of the collective data.



My Executive Solutions has helped our organization on multiple levels including leading our team of 18 Principles & Directors in a one-day offsite to unite them in effectively managing around a common vision.

I am enthusiastic about the many benefits out executive team, and my company, will derive from working with My Executive Solutions. With their insight, Gnarus Advisors LLC is more closely integrated and poised to move forward, grow and thrive.

*Steven Sellick
Managing Director
Gnarus Advisors LLC.*

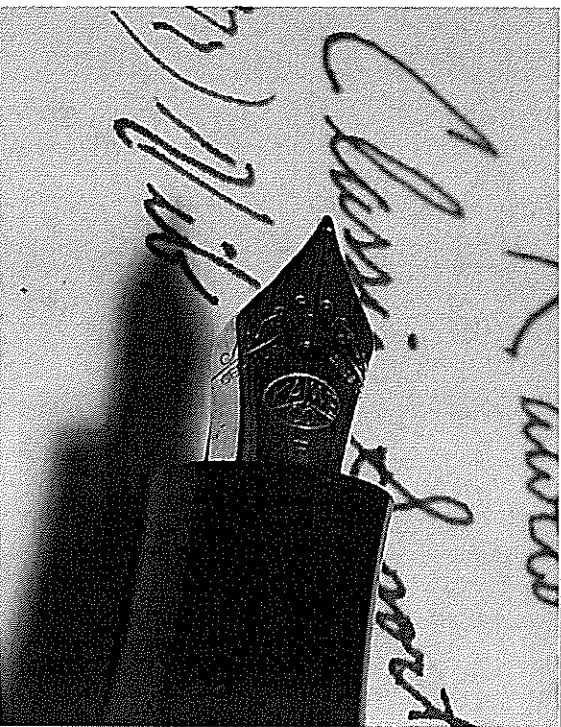
MY EXECUTIVE SOLUTIONS

The Power of One: One leader, one team, one organization





EXECUTIVE COACHING OBJECTIVES



"If your actions inspire others to dream more, learn more, do more and become more, then you are a leader."

- John Quincy Adams

- Provide a unique opportunity for Charles to rapidly improve his professional brand, expand his impact and executive presence and increase his self confidence.
- Develop his leadership expertise and influence more broadly within the organization and community.
- Increase his flexibility by developing his own leadership style. Through his delivery, influence, and impact, begin to lead more confidently and effectively.
- Ensure the leader and his team are appropriately prioritizing and executing the key deliverables which impact the school's performance with appropriate milestones being met and communicated.
- Create a powerful 90-day communication plan to establish momentum and results, building on this leader's core strengths.
- Develop action plans which deepen relationships with board members, leadership team members, teachers and students.

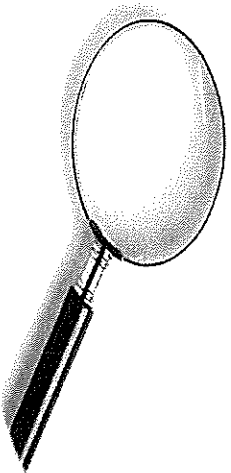




EXECUTIVE COACHING FRAMEWORK

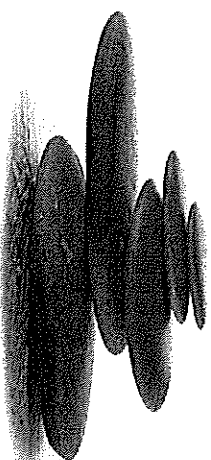
- Discussion with Sponsor regarding critical concerns
- Assess organizational and individual influences
- Determine success criteria

Assess Needs



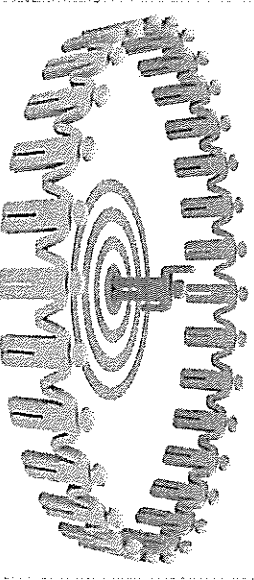
- Initial client identification of challenges and opportunities
- Behavioral diagnostics
- Gather other Feedback (Performance Reviews, previous 360 feedback reports, etc)

Assess Current State



- Data Gathering: Interviews
- Identification of strengths and weaknesses

360 Degree Feedback Assessment



MONTH 1

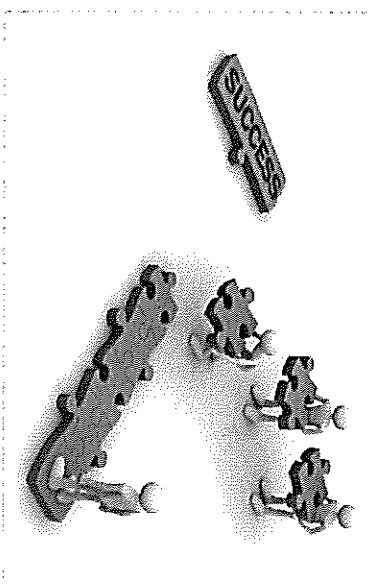




EXECUTIVE COACHING FRAMEWORK

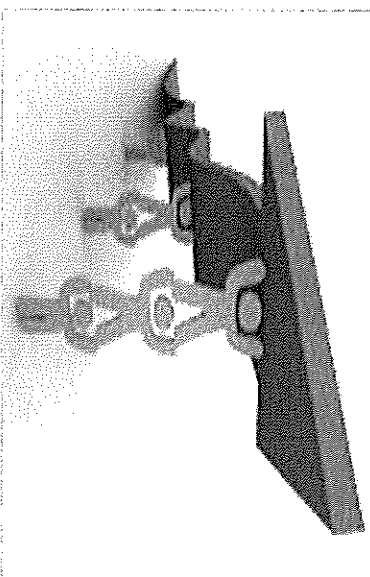
- Development plan focused on actions to address key issues
- Address and repair relationship gaps
- Establish outcome measures
- Determine communication strategies

Action Plan Development



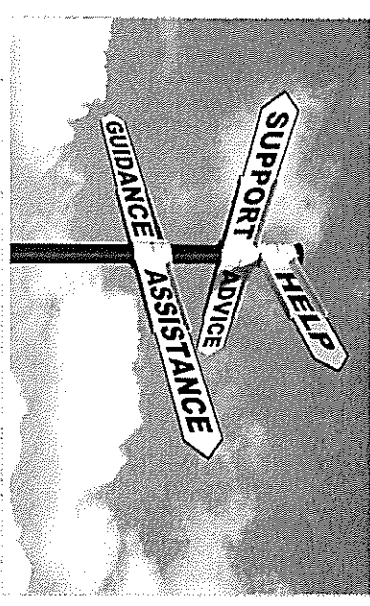
- Meet with Sponsor and Executive to align development goals and actions
- Identify key internal stakeholder support for client during the coaching process

Alignment



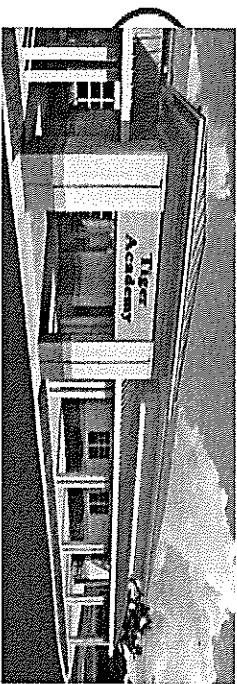
- Ongoing meetings with the client (including job shadowing)
- Coaching targeted to "current and emerging" challenges
- Increased focus regarding communication effectiveness and strategic planning

Executive Coaching



MONTH 2 TO 6

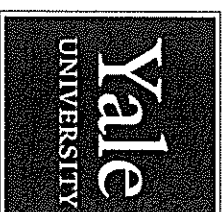
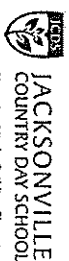




OUR CLIENTS

limelight
NETWORKS

valspar
If it matters, we're on it.



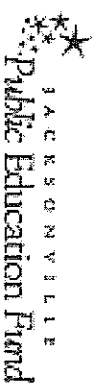

ALLERGAN

CONVERGY'S
.....
Outthinking. Outdoing.



Paycor

ACOSTA
SALES AND MARKETING COMPANY

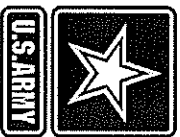



MSRB
Municipal Securities
Rulemaking Board

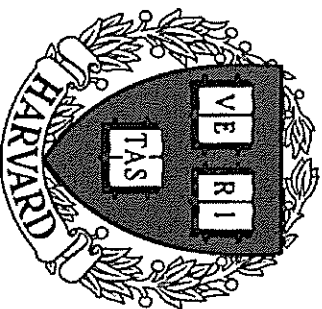


Bank of America

NASH FINCH
COMPANY



fresh

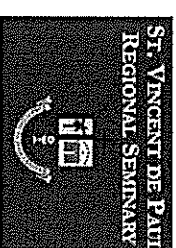


NMS
National
Multiple Sclerosis
Society

MY EXECUTIVE SOLUTIONS



The power of one leader, one person, one organization





OUR CONSULTANTS

Jane Shannon brings extensive experience in corporate, academic, and entrepreneurial settings to global leaders. After spending over a decade supporting and coaching senior executives in various industries, she founded My Executive Solutions Inc..

As Founder and CEO of My Executive Solutions Inc., Jane leads a team of consultants who provide executive coaching and consulting services to senior executives, while also leading organizational effectiveness assessments and team development programs globally. Jane is an expert in supporting individual and organizational development, and her clients include a number of Fortune 500 senior executives in various industries, including financial, pharmaceutical, sales and marketing, health, government, and service industries.

JANE SHANNON, PH.D
Founder & CEO

A veteran executive in the financial services industry, Jane previously worked at Stop At Nothing as a Senior Consultant, which further expanded her external coaching and consulting expertise, supporting senior executives at American Express, Bank of America, Regions Financial, Wachovia, American Express, and Sprint/Nextel.

During a ten-year career at Bank of America, Jane held numerous enterprise-wide leadership positions within Risk Management, including leading the global implementations of BOA's Code of Ethics, and AML and Privacy initiatives. Jane's career spanned the BOA enterprise, including leading Work/Life programs as well as the Career Services Division, which supported senior leaders as they managed their associate base through major merger and acquisition activities. Prior to joining BOA, Jane established and ran her own leadership development company, Shannon, Anderson, and Associates, Inc.

Jane holds a doctorate in family studies from Virginia Tech and a master's degree in family therapy. She was a tenured professor in the College of Education and Human Development at Radford University in Virginia.



THE INVESTMENT

ORGANIZATIONAL EFFECTIVENESS ASSESSMENT.....\$ 8,600.00*

- 18 Interviews (45 min each) (Board, Leadership Team, Teachers)
- Team Report and 5 Individual Feedback Reports
- MBTI Diagnostics 5 participants

TEAM ALIGNMENT SESSIONS

- 1-day offsite session (5 participants)
- .5-day offsite follow up session (7 participants, Leadership Team, Executive Director, Board Chair)
- Co-facilitation

*Our non-profit 25% discount has been applied.

EXECUTIVE COACHING SERVICES*

- Billed on a monthly basis, (\$312.50 per hour)

OUR COMMITMENT TO YOU

- TO DELIVER THE HIGHEST QUALITY SERVICES
- TO INVEST IN YOUR ORGANIZATION TO TRULY UNDERSTAND YOUR CHALLENGES
- TO DESIGN CUSTOMIZED SOLUTIONS TO ADDRESS YOUR CHALLENGES
- TO BE YOUR TRUSTED ADVISOR AND PARTNER IN SUCCESS

WE BELIEVE OUR SUCCESS
DEPENDS ON YOUR
SUCCESS.
WHEN OUR CLIENTS WIN,
WE WIN.

IT'S THAT SIMPLE.

"I found our session enlightening and I am walking away with a stronger sense of my teammates' and others' perceptions of me. We have already experienced a dramatic increase in our communication as a result of our meeting. I look forward to sharing my learning with my immediate team. Thanks for walking us through this process for the betterment of our patients, customers, employees and company."

Tim McSweeney, Pharmaceutical Client

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