



High-Impact Coaching

Today's rapidly evolving environment sometimes calls for **"Just-in-Time" development.**

Occasionally a more focused executive coaching intervention is needed in order to assist an executive in *quickly* adjusting behavior to accommodate a promotion or a shift in role, culture or strategy. These situations may include:

- A high-value executive who requires immediate behavior change and/or demonstration of different strengths.
- There is a need to fill gaps in succession planning/staffing efforts.
- The cost of recruiting is too high vs. internal promotion.
- New leadership competencies are required as part of a significant organizational change initiative.

WJM's High-Impact Coaching offers a concentrated approach to development, delivered individually and "just-in-time" to strengthen under-developed skills or address critical deficiencies in current performance in *a very time-sensitive fashion*. High-Impact Coaching is designed for critical situations where an executive is looking to change a core behavior over a short period of time, and to sustain the change over the long term.

A concentrated approach to development involving fast and deep emersion followed by "field testing" of learned skills

High-Impact Coaching involves an intensive offsite experience with the client and two highly skilled WJM Executive Coaches. Various assessment instruments, 360° feedback, role playing and scenario planning are used to dramatically increase the executive's self-awareness and rapidly empower him or her to enact the changes desired by the executive and the sponsoring organization. Following the offsite, the executive receives ongoing coaching for several months to sustain gains, continue new behaviors and develop additional skills.

WJM's High-Impact Coaching delivers positive behavior change and increased effectiveness within six weeks.

Client Success

My primary reason for participating in WJM's High Impact Coaching was to rapidly improve my ability to deal with difficult customers both internally and externally under very challenging circumstances. My way of responding to frustrating conflicts with others was impeding critical progress on a large and high profile project that I was involved with.

The High Impact Coaching Process provided both a much needed fast start to my development as a leader, as well as a depth of self awareness and an ability to manage myself in difficult circumstances that has made all the difference in my success as a senior member of the project team.

- Senior Scientist, Major U.S. Government Contractor

How WJM Brings Quality Control to High-Impact Coaching

Faculty

WJM's highly experienced Faculty of over 100 executive coaches allows for greater adaptability in complementing the High-Impact Coaching program objectives. According to a survey of executive coaching industry participants (*What Executives Want From Their Executive Coaches – D. Balut, May 2005*), the number one criterion for client selection of coaches is the chemistry between the coach and client. While many coaching companies offer the services of a small team, or even a single coach, WJM's highly experienced Faculty of over 100 professional coaches, organizational psychologists and other consultants allows for greater adaptability in complementing the personality, developmental needs, industry, personal background and even the language of the executive being coached. This unique Faculty approach provides maximum flexibility in delivering all of our coaching programs, which are designed from the bottom up for the specific challenges of the executive.

Experience

While WJM's Faculty members have had rigorous training in organizational development and/or psychology, we also put great emphasis on choosing consultants with direct business experience and a strong, real world understanding of business corporate dynamics. In fact, many of our Faculty members have proven track records in senior corporate positions in industries similar to those of WJM's clients. The Company has received consistent positive feedback from clients who appreciate that WJM's services are delivered from experience, rather than just theory.

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Account Directorship

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to High Impact Coaching. ADs ensure that the process is moving forward appropriately and that all deadlines and expectations are being met. They provide regular "report cards" on each specific engagement, providing to HR and management an overview and status update against established goals and developmental action plans.

Serving the Organization

While we aspire to address the individual needs, we never lose sight of the fact that the executive being coached is doing so from an organization that has commissioned our services. Our faculty are deeply committed to helping individuals lead better lives, but they are only successful when that benefit comes in addition to meeting specific organizational objectives and delivering significant bottom-line value.

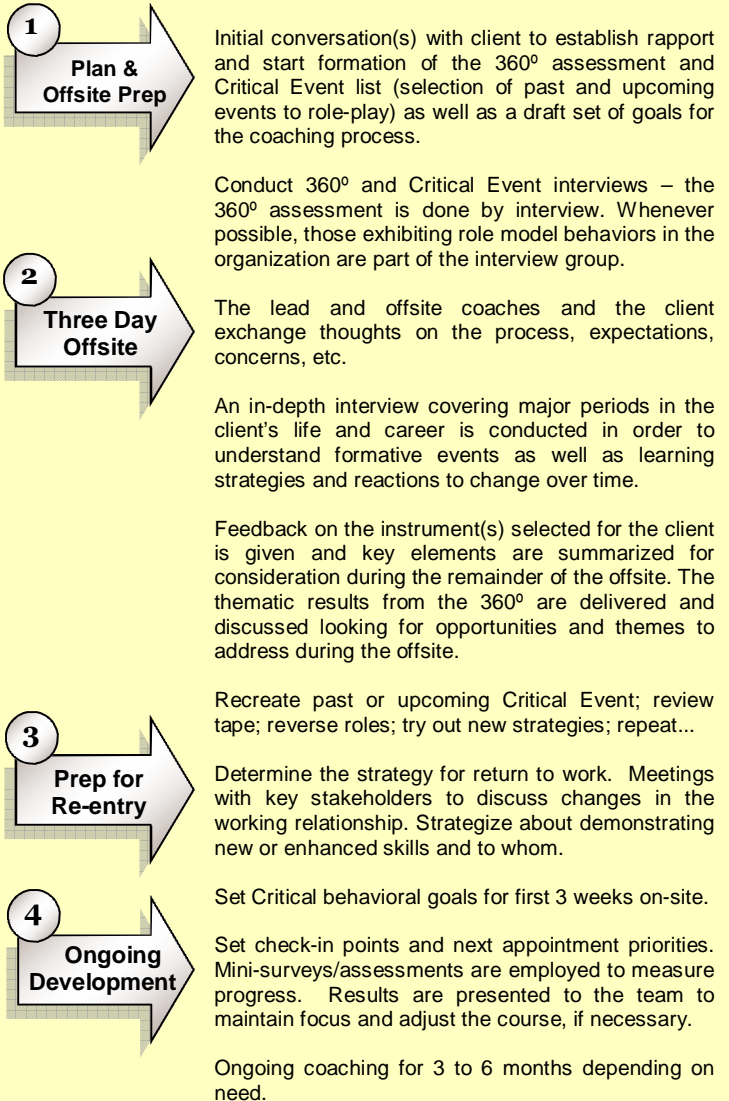
Measuring and Guaranteeing Results

WJM's High Impact Coaching is custom-designed to deliver observable bottom line value to the individual and company in a short period of time. We monitor improvement using reliable, objective measures of change. Results are tracked against performance measures and are guaranteed by WJM.

WJM Clients

- Bank of America
- Bank of NY Mellon
- Bristol-Myers Squibb
- Capital One Financial
- Celgene
- Citigroup
- Cordis
- Cytex Industries
- Deloitte & Touche
- Diageo
- DuPont
- Eaton
- GMAC Financial
- Goldman Sachs
- Home Box Office
- The Interpublic Group
- Johnson & Johnson
- J.P. Morgan Chase
- LG Electronics
- Lockheed Martin
- MasterCard
- McGraw-Hill
- Merrill Lynch
- Montana State University
- Morgan Stanley
- MTV Networks
- Motorola
- NewPage
- Nielsen Media Research
- Panasonic
- Pepsico
- Pitney Bowes
- Schering-Plough
- Sprint Nextel
- Time
- UCB
- Western Union

The High-Impact Coaching Process



About WJM Associates

WJM was founded in 1996 by William J. Morin, a renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world's largest organizational consulting and career management firms. Today WJM has an unsurpassed track record of successfully assisting both Fortune 500 and mid-sized companies in achieving continuous and measurable improvement in the performance of their executives, teams and organizations. Our services include assessment and coaching for individuals and teams, as well as large-scale organization change efforts, including post-merger integrations, succession management programs and many other initiatives. WJM has an extensive faculty of over 100 professional executive coaches, organizational psychologists and other experienced consultants located around the world that are prepared to address the particular needs of an individual executive, his/her team or the entire organization, whatever the industry, location, corporate culture or language.



WJM ASSOCIATES, INC.

Enhancing Executive & Organizational Effectiveness

**For more information, please call 1-877-667-4647
or visit us at www.wjmassoc.com.**