

Executive Coaching

We help you to amplify natural strengths and transform limitations to achieve personal, professional, and business success.

Are You Ready to Achieve New Levels of Success?

Executive assessment and coaching will enhance the impact and influence of the participating leader in a way that is sustainable.

The over-arching purpose is to help the leader become more effective and influential within their own style. Our philosophy centers upon the notion that executives have risen in their careers through successful performance. Self-awareness of one's style coupled with feedback about the perceptions of others can focus executives on the areas in which their development efforts will yield the greatest impact. Engaging stakeholders in the process expands the executive's network of others who are committed to their success. We assist executives in creating a feedback mirror, recognizing and building upon their strengths, exploring alternative behaviors, and developing in areas not yet mastered. We share our insights and experiences and provide respectful, yet honest feedback. We are committed to the executive's on-going success.

Our Approach:

- **Awareness:** We use targeted assessment and stakeholder interviews to gather and analyze sufficient information. This enables the leader to gain greater awareness about strengths and development opportunities in their influencing style.
- **Focus:** Together, we determine the few critical areas where the leader should focus development efforts and streamline activities and agendas based on that emphasis. It is an outcome-based approach.
- **Engagement of key others:** We utilize internal and external resources as necessary to facilitate progress toward targets. We identify stakeholders and engage them in the leader's success.
- **Validation:** We measure the extent to which others have noticed intended improvements.

Typical Engagements Include:

- A transition to a role that represents significant growth and new responsibility.
- A high-performing, high-potential executive leader who wishes to invest in their growth and development.
- Individualized support for a tenured leader who must transform to succeed in a changing environment.

Highly Successful Results are Achieved when Leaders Demonstrate:

- **Readiness:** Open to feedback, and looking anew.
- **Commitment:** Willing to stay the course and do the work.
- **Courage:** Willing to look at the conscious and unconscious behavior patterns, habits, and beliefs that have formed over a lifetime.
- **Vision:** An ability to imagine a future congruent with one's true nature and desires.



Andrea Chilcote
Founder and CEO of
Morningstar Ventures

“When leaders interview me to be their coach, they often ask me what kinds of clients I like best. My answer is one or more of the following:

Leaders who have the courage to look at their own beliefs and behaviors and how those are impacting the quality of their life; leaders who are committed to real change – transformation – not an intellectual exercise of learning something new; or leaders who have a vision they want to see come to life.”

Executive Coaching Process

6-Month Process

Pre-meeting

- Introductory consultation with participant
- Introductory consultation with participant's manager – establish ongoing level of involvement
- Online 360° assessment
- Interviews with key stakeholders (approximately 8 - 10)
- Birkman® assessment

Initial extended virtual meeting(s)

- Review all assessments and feedback
- Draft written development goals
- Meet with manager post-session
- Develop assignments as appropriate to the goals established

Videoconferences (5 months, 10 calls)

- Scheduled one-hour meetings every two weeks
- Phone and email contact in-between as needed
- Contact with manager or key others as agreed upon

Final virtual meeting

- Working session; design activities based on goals; can include work with team
- Review outcomes and create ongoing development plan



Client Testimonial

“Over the years Andrea has become a trusted advisor to me. I have used her in many facets: my executive coach, a facilitator for my teams, and a guide for both me and my team, especially when we were tackling something big. I’ve also had her coach some of my team members. She knows how to help you move the needle. She facilitates on how to intersect the traditional or classical side of business (structure, strategy, etc...) with the human element. With her guidance, I was able to identify personal barriers and stress points so I could use my strengths and minimize my gaps to better lead my team. She helped me get unstuck and dig down to the true essence of things. She is definitely professional and to the point yet her intuitiveness, introspection, confidence and experience is what stands out. She is masterful.”

— David Clapp
Managing Partner, CarterBaldwin Executive Search

We listen. We guide.
We enable transformation.

480-575-8533

info@morningstarventures.com

morningstarventures.com