

INDIVIDUAL COACHING SERVICES

Accelerate your success

Accelerate Your Success With A PDI Coach

Having a coach is like having your own personal success advisor. While you take care of business, your coach helps you focus on your development, partnering with you to build your capabilities and ensure long-term business success.

A coach helps you avoid one-size-fits-all development programs and get just what you need to leverage your strengths, increase your versatility, and enhance both your personal and professional lives.

A coach is there for you. Together, you create your personal roadmap for success.

Get Results Without Wasting Your Time

If you are ready for a coach, start now. The sooner you begin, the faster you'll see results. Here are some of the key indicators that you can use a coach effectively:

- Would you like to learn new skills and see immediate results?
- Do you need a better roadmap for adapting to new challenges?

- Are you constantly fighting fires instead of working strategically?
- Could you use some expert assistance to help you build on past successes?
- Do you want to achieve your full potential?

If you answer “yes” to any of them, don't wait. PDI coaches can help you develop in the following essential areas:

Leadership

- Lead an organization that is changing rapidly
- Manage highly talented people
- Improve your coaching skills
- Motivate different kinds of people
- Build a positive, empowering work environment

Leading in a Global Environment

- Work across boundaries
- Lead cross-cultural teams
- Manage across long distances
- Work effectively in another country

Top Executive Skills

- Create a culture that is aligned with your vision
- Balance multiple shareholder expectations
- Ramp up performance in a post merger/acquisition environment
- Design your strategy for organizational change

Strategy and Vision

- Create a compelling vision
- Sharpen your strategic thinking abilities

Personal Effectiveness

- Balance work and personal life
- Manage your time in a demanding environment
- Manage stress
- Enhance your emotional intelligence capabilities

Communication

- Foster open, honest dialog
- Make dynamic presentations
- Speak with clarity, focus, and power

Organizational Effectiveness

- Influence others outside your authority
- Get buy-in on critical projects and change initiatives
- Improve organizational savvy
- Build credibility at senior levels



fast

Find The Right Coach

Your time is your most precious asset, so find someone who will make every moment count. Look for a coach who will give you real and immediate value for the time and effort you invest. A good coach focuses on you—your style, your world, your needs. No generic programs. No canned approaches.

Look for someone who understands your challenges and can provide specific, practical advice on how to meet them, someone who will help you get results above and beyond what you can accomplish on your own.

A good coach should have:

- a demonstrated track record of success.
- the courage to challenge you where you need it.
- expertise in how people learn and develop.
- a real understanding of today's business environment.
- a genuine commitment to you and your success.



“I worked with a PDI coach years ago, and when I accepted my current position, I went back for a refresher course. It turned out to be more like an advanced degree in executive leadership. It was one of the best decisions I ever made.”

Senior Vice President
telecommunications company, Europe

PDI Coaches Get You Where You Want To Go Faster

With more than one hundred coaches located in a dozen countries, PDI has worked with over 7,000 high-performing executives, managers, and key leaders. Our purpose is to implement development as quickly and effectively as possible. Our coaches are grounded in real-world business practices, and supported by continuing research about how people learn and the best practices for improving performance.

We have a long track record of success. PDI coaches produce three times the results of other kinds of training and development programs. **We are the only coaching program selected by the Consortium**

for Research on Emotional Intelligence in Organizations as a model for best practices in coaching. Our leadership is also reflected in two best-selling books, *Leader As Coach: Strategies for Coaching and Developing Others* and *Development FIRST: Strategies for Self-Development*.

PDI coaches speak your language and work on your issues. We are highly skilled at listening and providing effective feedback and are valued for our integrity, confidentiality, wisdom, and courage.

We'll help you learn more and get results faster.



“We chose PDI because of their global reach, their research on outcomes, and their dedication to performance improvement and business results.”

Vice President, Global R&D
consumer products company, North America

powerful

Coaching From PDI Leads To Success

Our method is different and it works. PDI coaching is based on extensive, ongoing research and state-of-the-art understanding of how people learn. Our framework, The Development Pipeline™, focuses on the necessary conditions for development to occur.

We'll help you figure out which pieces are in place and which are missing. We'll design a process that helps you take action quickly where it's needed so you don't waste time on things you've already got under control. And we'll help you tie it all together so your progress becomes seamless and self-sustaining.

If you really want change, we can help.



“I’ve always been the best at what I do. Then, after five years of huge growth in our company, I reached a plateau. My coach gave me the boost that enabled me to lead our senior management team to a whole new level of performance.”

Chief Operating Officer
financial services company, North America



The Development Pipeline

Development is faster, easier, and more rewarding when you align these five conditions. Your coach will make sure you have sound answers to even the toughest questions.

Necessary Conditions for Development



Insight

- What simple things can I do to be more successful?
- What areas of development are most critical for my current and future success?
- What are my true strengths and weaknesses?
- What do others think of me?
- How can I get honest, accurate feedback on how I'm doing?

Motivation

- Where will development give me the greatest payback?
- Where does development fit among all my other priorities?
- How can I take the time to work on my development when I'm so busy?

Capability

- What's the best way to improve my performance?
- What are the best practices and state-of-the-art techniques that I can learn the most from?
- What's the fastest way to learn what I need to learn?

Real-world Practice

- Where are the critical opportunities for me to start using my new skills so I don't get overwhelmed or look foolish?
- How can I work on new skills when I don't have the time or opportunity?
- How can I break the old habits that keep getting in my way?
- How can I handle the really tough situations I face?

Accountability

- How can I measure my progress?
- How can I make sure that my new skills really improve results?
- How do I make sure others see the impact?

Success

Design The Path That Is Right For You

Our approach is totally customized.

As your partner in learning, we offer three starting points to help design the path that is right for you.

Benefits of PDI Coaching

Work with a coach who:

- understands the world of business today.
- is dedicated to your success.
- provides the right amount of support and challenge to help you learn quickly.
- focuses on practical tools for real-world challenges.
- is committed to understanding your needs and your working environment.

We also create customized programs to meet virtually any development need. If you don't see exactly what you are looking for, call us and we will design something especially for you.

Targeted Coaching

Targeted Coaching is for focused, high-impact development of skills such as influencing, political savvy, and leading cross-cultural teams. With its focus on practical skills and immediate application, you will quickly see tangible results.

Targeted Coaching is cost-effective for a wide range of development needs.

Time Frame

Four- to six-month process

Typically four hours per month

“We work with coaches from five different groups. The PDI coaches consistently get the highest ratings from our executives. They seem to have a better understanding of our culture and what it takes to get things done here.”

Vice President of Human Resources
Fortune 100 financial services company, North America



Executive Coaching and Consultation

Executive Coaching and Consultation gives you access to a recognized authority on the topics you are interested in. Your coach helps you address specific business challenges and resolve the organizational and people issues you face.

Through personal consultation, advice, and feedback, you can explore alternatives and choose the best course of action.

This process is ideal for executives facing major challenges, such as restructuring their organizations or implementing large-scale organizational change.

Time Frame

Totally customized to your needs and schedule

May be a brief relationship for focused discussions or a series of ongoing conversations

EXCEL

EXCEL is an intensive development program to help accelerate your development in significant ways. It is designed for high potentials and talented performers who face dramatic increases in scope and responsibility, such as moving into a top management role.

Anyone who seeks a powerful development experience to achieve their full potential can benefit from EXCEL.

Time Frame

Six to nine months for intensive development efforts

Typically starts with eight hours per month, then tapers down to four hours per month

Additional consultation and support provided as needed



customized

The Sooner You Take The First Step, The Faster You'll See Results

Finding the right coach can be the defining moment of a highly successful career. Getting started is not hard—just contact us.

PDI coaches have the resources you need to move ahead, the experience to know what will work—both for you and your organization, and the expertise to put it all together quickly in a program as unique as you are. We are committed to making things happen sooner

rather than later, and we have the international scope to make a difference wherever you are. We're not going to waste your time. When you're ready to go, we're ready to go with you.

To discuss how coaching can accelerate your success, call your local PDI consultant or contact us at 800.633.4410 or 612.904.7170. Visit our Web site at www.personneldecisions.com.



"My coach was extremely helpful in my personal development, especially in helping me understand and improve my people skills. She quickly figured out my personality, and used her insight to help me find ways to handle tough situations that I had never been comfortable with before."

Chief Financial Officer
pharmaceutical company, North America

results

Results

“In my career, I’ve had tens of thousands of dollars spent on my training, but PDI’s coaching has been the only thing that has had a profound, long-term effect on my personal and professional life.”

Director, Finance and Information Technology
Global 1000 manufacturing company, Asia-Pacific

“We chose PDI to be our strategic partner in working with our top executives and high potentials. They had the best balance of business savvy and the ability to establish personal rapport with our people. Plus they have coaches in most of the locations where we operate. We’re probably not the easiest company to work with, yet I’ve been impressed with their ability to flex to meet our needs.”

Director, Leadership Development
Global 1000 computer company, North America

CORPORATE HEADQUARTERS
MINNEAPOLIS
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ASIA

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86 21 58314494

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813 5798 3400
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SINGAPORE
65 732 2252

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61 3 9670 3833
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61 2 9235 1516

EUROPE

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32 2 777 70 20
CZECH REPUBLIC
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420 508 33 63 26
FRANCE
FERNEY-VOLTAIRE (GENEVA)
33 4 50 40 64 11
PARIS
33 1 43 12 92 92

GERMANY
TÜBINGEN
49 70 71 55 98 60

HUNGARY
BUDAPEST
36 1 235 7625

ROMANIA
BUCHAREST
40 1 32 17 793

SLOVAK REPUBLIC
BRATISLAVA
421 7 43 41 39 77

SWEDEN
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46 08 402 00 20

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LONDON
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