

Jim Huling Executive Coaching

Building human performance
by coaching one leader at a time.



Executive Coaching with Jim Huling

The Challenge

According to a recent business study, half of all executive-level workers log 50 or more hours per week in their job. Over 400 million business trips are taken each year and many executives are working more now than they were five years ago. Everyone, it seems, is asked to “do more with less,” but there are no solutions that make this happen. Given economic and market conditions, there has never been a time more critical for leaders and teams to execute on their most important priorities. Executives need to maintain a sense of focus and clarity among key relationships and performance results, including maintaining and developing the greatest assets they possess—themselves.

The Solution: Executive Coaching with Jim Huling

As a former CEO, I understand that life gets busy, hectic, and chaotic. My focus is to help my clients work through the complex and unclear issues, and then establish initiatives that are clear, defined, and simple, whether the outcome is personal, professional, or a combination.

In my coaching process, I leverage 39 years of leadership, multiple methodologies, and tools to guide leaders in discovering and unleashing the greatness they already possess inside.

*“When we do what we choose to do, we are committed.
When we do what we have to do, we are compliant....
Successful people focus on what they choose to do.”*

—Marshall Goldsmith

OUTCOMES

- 1. Your Agenda**—Explore issues, opportunities, and options to achieve desired results.
- 2. Your Potential**—Maximize personal and professional potential.
- 3. Clarity**—Formulate clear goals.
- 4. Strategic Planning**—Create a plan to focus on results.
- 5. Focused Execution**—Take decisive actions on those things that really matter most.
- 6. Accountability**—Identify ways to make and keep commitments.
- 7. Performance**—Inspire individual and team results by investing in talent and capability.

Professionals are busier now than ever before and have a greater need to gain an objective, external perspective and accountability from an executive coach. Recent executive-coaching studies show that executive coaching has an ROI of at least a 6:1 ratio, or for every \$1 spent with a coach, there is at least a \$6 return.

Just as professional athletes work with a personal coach to refine and improve their game, many executive leaders retain an executive coach to give them, their teams, and their organization a competitive edge in their game. Having a competitive edge today is essential for improving performance results and unleashing greatness.

Why Executive Coaching?

- Executive coaching enables you to uncover and explore key goals, strategic objectives in support of your leadership agenda, and achievement of desired personal and business results.
- Executive Coaching offers you a collaborative process to develop specific competencies that will contribute to achieving superior individual and organizational performance.
- Executive Coaching offers an external perspective, allowing you to explore issues and opportunities, and provides attention to desired results.
- Executive Coaching enables you to leave a legacy of greatness — a team of competent, confident people who exercise self-direction, focus, and discipline that significantly contribute to the success of the organization.

Choose an Executive Coaching option that is right for you:

Personal Leadership Coaching

Jim Huling offers one-on-one executive coaching in leadership development, strategy, goal execution, and personal work-life issues/challenges. Executive coaches help facilitate:

✚ Execution

- Clarify goals and stay focused on key actions to achieve them.
- Identify and overcome barriers, restraints, and interference.

✚ Leadership and Trust

- Enact an ongoing accountability process and tools to help leaders reach their intended results.
- Assess leadership strengths, improvement areas,

and performance opportunities, inspire trust and help clarify purpose.

- Clarify organizational mission, vision, values, and goals.
- Assess EQ (emotional intelligence) and improve leadership capabilities.

✚ Individual Effectiveness/Productivity

- Clarify individual mission, vision, values, and goals.
- Clarify key roles, responsibilities, and influence.
- Manage time, priorities, and work, and eliminate less important activities.
- Improve balance, wellness, vitality, and management of stress and energy.
- Clarify and apply professional development and career planning. Leverage emotional intelligence

Team Performance Coaching

Team coaching offers a transformational process where a highly skilled coach partners with a senior team leader to enroll the leadership team members in an action-learning environment. Executive team members work together to achieve specific business outcomes and will be coached in the following areas:

+ Execution

- Develop clear, measurable performance objectives aligned to the team mission, vision, values, and goals.
- Assess team effectiveness and results.
- Align business-unit team goals, measures, and scoreboards to drive the right outcomes and results.
- Develop peer-to-peer accountability processes.
- Define team and individual performance-management systems.
- Improve focus, collaboration, communication, trust, and decision making.

+ Leadership and Trust

- Assess leadership style, behaviors, and team dynamics.
- Encourage increased levels of initiative, team empowerment, and appropriate risk taking.
- Clarify team roles and responsibilities.
- Improve team trust and communication.
- Evaluate team talent and capabilities, maximize A players, improve B players, and redirect C players.

+ Individual Effectiveness / Productivity

- Clarify individual mission, vision, values, and goals.
- Clarify key roles, responsibilities, and influence
- Manage time, priorities, and work, and eliminate less important activities.
- Improve balance, wellness, vitality, and management of stress and energy.
- Clarify and apply professional development and career planning.
- Leverage emotional intelligence.

How to Engage with Jim Huling Executive Coaching

To unleash the power of the Executive Coaching relationship in your organization, you can choose between the following coaching options based on your individual and team needs.

Traditional Executive Coaching

This offering is for those who want to leverage Executive Coaching that is customized and specific to your needs and leadership agenda. In this flexible process, we can customize the coaching process with assessment tools, competencies and desired organizational outcomes, on a schedule that matches your pace and availability.

Executive Coaching as an Add-On to other Training

This offering is for those who want to supplement or add on to another leadership development offering to reinforce and effect lasting change around performance results and/or personal leadership. Through coaching, we can take the principles and actions presented in any program and bring them to actual new behaviors and results in your daily performance and life.

Jim Huling Biography

Jim Huling is **co-author** of the #1 National Bestselling book **The 4 Disciplines of Execution**, now translated into eleven languages and a bestseller around the world. Jim also serves as FranklinCovey's **Global Managing Consultant** and is responsible for the 4 Disciplines methodology and the quality of delivery worldwide. He regularly leads the company's largest-scale engagements, including the 4DX implementation for Marriott and the Ritz-Carlton (14,000 leaders), Kroger (800 stores), Payless Shoe Source (4,500 stores), H&R Block (6,000 offices), and a number of large hospitals.

Jim's career spans **thirty-seven years of corporate leadership** ranging from FORTUNE 500 organizations to privately-held companies, including more than a decade as **CEO** of a company recognized four times as one of the "25 Best Companies to Work for in America." Jim's organizations have won national awards for customer service excellence, business ethics, and an outstanding culture, as well as numerous local and regional awards as a workplace of choice. In 2005, Jim received the Turknett **Leadership Character Award** recognizing CEO's who demonstrated the highest standards of ethics and integrity.

As an experienced **Executive Coach**, Jim currently provides one-on-one coaching to more than seventeen executives ranging from Vice-Presidents to CEO's, utilizing a coaching process that he personally helped develop. Today, Executive Coaching is one of Jim's primary roles and the work he feels is his most impactful.

A sought-after **keynote speaker**, Jim's events range from small, senior executive sessions to audiences in the thousands. Having delivered more than three hundred keynote messages, Jim combines his real-world experience with humor and compelling stories to make his message both memorable and effective.

Jim holds a B.S. in Computer Science from the University of Alabama and a **B.M in Music** from Birmingham-Southern College. Jim serves on the Boards of two local companies, as well as the Siegel Institute for Leadership, Ethics, and Character.

Jim is most proud of his wonderful marriage of 35 years to his sweetheart, Donna, being Dad to two phenomenal young adults, Scott and Sarah, and "Papa" to his three grandkids.

Jim is an avid backpacker and a certified white-water rafting guide. He also holds a 3rd Degree Black Belt in Taekwondo and is currently training in CrossFit.

Click on any of the links below to learn more about Jim

