

Executive Coaching

"Asked for a conservative estimate of the monetary payoff from the coaching they got, these managers described an average return of more than \$100,000, or about six times what the coaching had cost their companies." Fortune, 2001

As an executive coaches, our focus is identifying the level of competence a leader or manager operates at—and then moving clients to the next step—with confidential, supportive, results-oriented discussions. When you engage a coach with The Bulling Towne Group, all associates operate in the same manner: direct, concise, timely, yet thoughtful.

To gain the highest ROI, our coaching process focuses on the development of strengths. When a leader has his strengths in mind, he exceeds his business and personal goals faster than if he had kept his weaknesses at the top of his to do list.

Our coaching process has 5 steps:

1. Assessment and Strengths Identification ("intake"),
2. Strategies and Action Plan,
3. 1:1 Coaching,
4. Accountability and Support, and
5. Onward and Upward.

A coaching relationship of 6 plus months is most beneficial unless there are tactical issues (e.g., performance management of a team member) you must address in the short term.

As a result of each coaching discussion, our clients accomplish specific actions that support the attainment of their goals towards becoming exceptional leaders.

What about gaps in performance? Yes, we help our clients acknowledge them, yet the emphasis remains on their innate skills and creating the plan to move to the next level of expertise in those skills.

Contact us at +1.800.789.8449 for an initial consultation.



Certifications include:

- Myers-Briggs Type Indicator[®]
- Lominger LEADERSHIP ARCHITECT[®] and VOICES[®] 360[°],
- CPI 260[®],
- Center for Creative Leadership assessment suite,
- The MSCEIT Emotional Intelligence Test,
- TalentSmart Discovering EQ[™] and Emotional Intelligence Appraisal, and
- Leadership Practices Inventory (LPI).

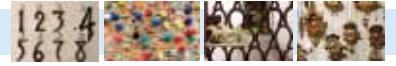


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continued >

Before you run, you walk. Before you lead, you manage—well.



About The Bulling Towne Group, LLC

Your organization's leaders struggle to do two things: run a business and manage employees.

Making smart business decisions takes more than concrete experience. It requires courage and competence in addressing individual strengths and ambitions. New managers swiftly learn it is far from straightforward to operate a function and manage people. Experienced managers are reminded of this fact with each "people problem" they tackle.

The Bulling Towne Group helps your leaders accomplish what appears to be clear cut and logical yet often leads to ambiguity and frustration: managing people.

As executive coaches, organizational development experts, and seasoned facilitators, we help leaders, managers, and teams decide what to do and how to do it. We take problems and challenges off the plates of managers.

Our work has been featured in *The Wall Street Journal*, *HR*, *Reuters*, *The Christian Science Monitor*, *Women's Health*, *Heart and Soul*, *SHRM.org*, *The Rotarian*, and *CareerSmart Advisor*.

We are based in the San Francisco Bay Area, and our global facilitation and coaching experience includes working throughout the US and Western Europe. Our clients include Fortune 1000 companies and well-funded Silicon Valley startups. Partners include Littler Mendelson, the nation's largest employment law firm.

About Leila Bulling Towne, Founder & CEO

Leila Bulling Towne is a seasoned strategist specializing in management and leadership sociology and communication.

As an executive coach, Leila helps busy leaders make strategic business and employee decisions with confidence and a forward-thinking approach.

She hosts her own weekly CBS Interactive video series. In each 3 minute video, Leila captures the essence of today's most pressing management concerns, teaching business leaders how to motivate their teams to profit and productivity.

Leila's radio commentary can be heard on CBS stations nationwide. She is a go-to webinar host for the Society for Human Resource Management.

In addition to workshops and coaching, Leila facilitates executive offsites and delivers conference presentations.

Leila graduated from the University of California at Berkeley with an AB in English and German. She received her MA in English from The Claremont Graduate School at The Claremont Colleges.



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