



WEDGEWOOD GROUP

## Executive Coaching

By Dr. Patrick Leddin, PMP  
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### The Challenge

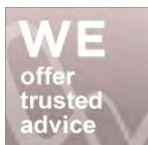
All leaders face a common challenge. They are expected to consistently accomplish results that drive their organization forward while navigating the ever-changing environment. This challenge is heightened for public sector leaders working in government, not-for-profit, and higher education organizations. Unlike owners of privately held businesses or leaders in large corporations, today's public sector leaders face a number of unique challenges. Not only must they deliver results, but they must do so while simultaneously adjusting to shifting priorities, budget and other resource constraints, and increasing transparency and accountability. In recent years, the challenges facing leaders in the public sector have been further exacerbated by the need to develop their teams and the individuals within them to react quickly and effectively to new demands from inside and outside their organizations. Public sector leaders must have an avenue to explore the issues they face and identify solutions without the scrutiny of those who are directly affected by their decisions. Essentially they need a trusted advisor to guide them through a proven-process that will help them accomplish their goals.

### The Solution

Coaching is a thought-provoking and creative partnership that inspires leaders to maximize their personal and professional potential. It is a relationship of trust focused on exploring issues and solutions. However, the relationship is not solely about talking and exploring it is also about holding the client accountable to achieving positive, measureable results.

Through a series of weekly one-on-one coaching sessions the leader and coach work together to accomplish efforts such as, but not limited to:

- Clarifying and staying focused on top priorities
- Addressing ways to overcome barriers
- Implementing a proven approach to accountability that the leader can use with her or his team
- Assessing leadership strengths and weaknesses and putting a plan in place to improve performance
- Establishing and implementing a professional development and career planning process
- Managing time and resources more effectively

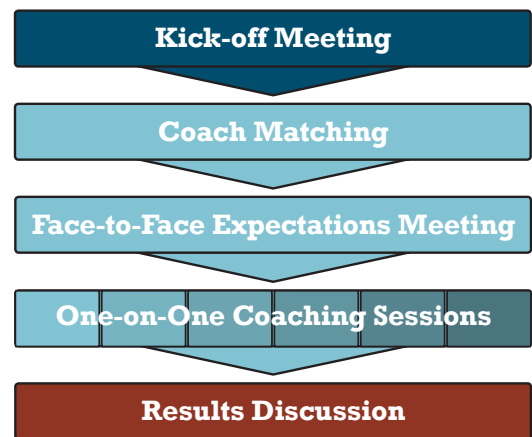


## Wedgewood Group Advantage

Our executive coaches have years of leadership and government, not-for-profit, and higher education experience. We don't only work with public sector clients; we truly understand and appreciate the unique challenges they face. Our coaches are proven professionals who use a consistent approach to achieve predictable results. Wedgewood Group executive coaches possess the right mixture of professional experience, education, and coaching training that sets them apart from other coaches in the marketplace.

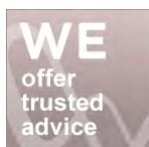
## The Process

Executive coaching agreements typically involve a 3, 6, or 12-month commitment between the leader and the coach. Our approach typically begins with a kick-off meeting where the client sponsor and a lead coach meet to discuss expectations for the project. Based on that discussion, we then work with the client to match coach(es) to leader(s). The initial coaching session begins with a face-to-face meeting to clarify process issues and gather the leader's personal expectations. After the initial meeting, the coach and leader will conduct weekly coaching sessions for the period of the engagement. Our process ends with a results discussion where coached leaders can share what they learned from the process, what they've accomplished, and what will be different based on the experience.



## The Results

Leaders that participate in an executive coaching relationship not only identify and implement solutions to the challenges they face in their current role; they also develop a relationship with a trusted advisor who helps them learn a process that they can employ for future challenges. In short, leaders who experience successful coaching relationships don't see executive coaching as a one-time experience. They typically pursue coaches for themselves, their direct reports, and people that they want to see grow and develop in their careers.



### **About The Author, Dr. Patrick Leddin, PMP**

Dr. Leddin has over 21 years of experience working with organizations and teams to achieve positive, measurable results. Today he leads project teams to deliver strategy, technology, and custom learning solutions to both public and private sector clients. In recent years, Patrick has delivered workforce development and training solutions to a long-list of clients including, but not limited to: Aveda, Barilla Pasta North America, CareerBuilder.com, Eli Lilly, John Deere, Kimball International, Manpower, McDonalds, Sony Corporation of America, and the United States Department of Defense. Patrick is a PMI certified Project Management Professional (PMP) and a member of the Society of Human Resource Management (SHRM) Speaker's Bureau. He earned his doctorate from the University of Kentucky where he studied organizational and instructional communication.

Prior to joining Wedgewood Group, Patrick was a senior consultant at both the FranklinCovey Company and KPMG Consulting. He began his career as an officer in the United States Army where we served as a platoon leader and a company commander in the 82<sup>nd</sup> Airborne Division. During his time in the military, Patrick successfully completed Airborne, Jumpmaster, and Ranger schools.

### **About Wedgewood Group**

Wedgewood Group is a management-consulting firm with expertise in human capital and organizational development. We help organizations set strategies and goals, implement policies and plans from the organization to the team, down to the individual level in order to achieve objectives, and ensure accountability through performance measurement. Our firm is diverse, experienced, professional, and capable of delivering solutions that exactly meet our clients' needs.

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