

Executive Coaching

Personalized development for leaders ready to grow their confidence, influence, and impact.

The Challenge

Leadership can be isolating. As responsibilities grow, so do the complexities—managing up and down, navigating organizational politics, making high-stakes decisions with imperfect information, and maintaining composure under pressure. Many leaders have the technical skills to succeed but need support developing the leadership presence, self-awareness, and relational skills that drive lasting impact.

Our Approach

We coach directors, vice presidents, and senior leaders to sharpen their leadership identity, strengthen influence, and navigate complexity with clarity. Coaching is personalized, confidential, and tied directly to organizational priorities. Our approach blends honest feedback, practical tools, and accountability to help leaders show up as their best selves—consistently.

Coaching Focus Areas

Leadership Presence

- Leadership identity and confidence
- Executive presence and communication
- Influence and organizational impact
- Decision-making under pressure

Relational Leadership

- Navigating conflict and accountability
- Emotional intelligence development
- Leading through change and uncertainty
- Building trust with teams and peers

How It Works

- **Discovery & Goal Setting** — Initial assessment to understand current challenges, leadership context, and desired outcomes
- **Regular Coaching Sessions** — Confidential one-on-one sessions (typically bi-weekly) focused on real-time challenges
- **Practical Application** — Between sessions, leaders apply new approaches and tools in their daily work
- **Progress Reviews** — Periodic check-ins to assess progress against goals and celebrate wins

Outcomes You Can Expect

- A more grounded, confident leadership style that inspires trust
- Stronger communication with teams, peers, and senior leadership
- Improved organizational influence and strategic thinking
- Clearer decision-making and prioritization under pressure
- Leadership behaviors that elevate team performance and engagement

Ideal For

Leaders who want to increase impact, prepare for greater responsibility, or strengthen the skills required to lead effectively in changing environments. Whether stepping into a new role, navigating a difficult transition, or seeking to break through a performance plateau.

"Charmaine's executive coaching transformed how I lead. I'm more confident, more intentional, and my team has noticed the difference. The investment was worth every penny."

— M. Johnson, VP of Operations

Ready to Move Your Organization Forward?

Schedule a consultation: connexconsultinginc.com/contact

(216) 970-6740
info@connexconsultinginc.com