

Executive Coaching Profile

for Andrea Chilcote

We help individual leaders amplify natural strengths as well as transform limitations to achieve personal, professional and business success. Our approach is unique to each person.

We work toward client outcomes. Typical engagements include:

- An executive new to a role that represents significant growth and new responsibility.
- A high-performing, usually high-potential executive leader in which a development “gap” has been identified.
- Individualized support for a tenured leader who must make significant change in order to succeed in a changing environment.

Highly successful engagement results when leaders demonstrate:

- Readiness, openness to feedback and “looking in the mirror.”
- Commitment; keeps appointments, practices/ executes on assignments.
- Willingness to disclose and dissect real issues and opportunities - personally, with the team and with the business itself.
- Willingness to seek feedback from others during the process.

Executive Assessment and Coaching will enhance the impact and influence of the participating leader. The over-arching purpose is to help the leader become more effective and influential within his or her own style.

Our philosophy centers upon the notion that executives have risen in their careers through successful performance. Self awareness of one’s style coupled with feedback about the perceptions of others can focus executives on the areas in which

their development efforts will yield the greatest impact.

Engaging stakeholders in the process expands the executive’s network of others who are committed to his or her success. We assist executives in creating a feedback mirror, recognizing and building upon their strengths, exploring alternative behaviors, and developing in areas not yet mastered. We share our insights and experiences and provide respectful, yet honest feedback. We are committed to the executive’s on-going success.

Our Approach Includes

Awareness: We gather and analyze sufficient information to enable the leader to gain greater awareness about strengths and development opportunities in his or her influencing style.

Focus: Together, we determine the few critical areas where the leader should focus his or her development efforts.

Engagement of key others: We utilize internal and external resources as necessary to facilitate progress toward targets. We identify stakeholders and engage them in the leader’s success.

Validation: We measure the extent to which others have noticed intended improvements.

Andrea is the consummate professional. I have engaged Andrea to work on some difficult coaching assignments and each time those involved have been highly impressed (and surprised) with the results of her efforts. She quickly gains confidence from all involved, puts together an agreed upon plan then professionally and efficiently goes to work. Each time I have worked with Andrea, the person she is coaching has thanked me for engaging her.”

– Gavin Morton Partner at Maurer & Associates



Morningstar provides business consulting services, as well as program design and implementation in the areas of leadership and executive development, team performance and personal change.

www.morningstarventures.com · 480.575.8533 phone · 480.575.8593 fax