

# Executive Coaching

We help you to amplify natural strengths and transform limitations to achieve personal, professional and business success.

## Are You Ready to Achieve New Levels of Success?

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:

- **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.

## 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 Results are Achieved 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.



**Andrea Chilcote**  
Founder and CEO of  
Morningstar Ventures.

## Client Testimonial

*"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

## Optimize Your Business and Your Life

Morningstar Ventures is a leading consultancy helping business leaders take the key steps needed to improve the operations of their companies and their own performance. Contact us today to find out how we can help you and your business.

480-575-8533

[andrea@morningstarventures.com](mailto:andrea@morningstarventures.com)

[www.morningstarventures.com](http://www.morningstarventures.com)