



LEADERS . EXECUTIVES . MANAGERS . TEAMS . PEOPLE

Engagement and Talent Development Through Coaching

THE FORMULA IS SIMPLE

Great Leadership + Engaged People = Success

It is this belief that drives us to recruit and develop inspiring leaders. It drives our support in building highly engaged workforces that value integrity and inclusiveness, and are passionate about delivering innovative and high quality products and services.

We help organizations cultivate exceptional talent through highly effective leadership engagement and development initiatives. We also help organizations assess and redesign their businesses and we deliver field-tested business process improvement strategies that yield real results.



**Organizational
Development**



**Employee
Engagement**



**Compensation
Programs**



STRATEGIC APPROACHES

Strategic Coaching Services

It is no accident that more organizations are deploying coaching services to develop their leaders, executives, teams and individuals. The return on investment realized from coaching services that are aligned to strategic goals is well documented.

T.H. Easter Consulting's approach to coaching is based on best practice theories for change. We follow a disciplined process that includes personal discovery, current state performance benchmarking, visioning and goal-setting for individual and team development and improvement. We employ change management techniques and tools to define new behaviors, approaches and style improvements for effectiveness, and systems for accountability.

Through carefully constructed conversations, we assess and understand the client's current state behavior. Slowly and effectively we work to build awareness of skill gaps and/or derailing behaviors, identify pathways for behavioral change, and engage the client in using self-awareness skills to build personal accountability. We use various assessments to build a current state profile based on factual data gleaned from personal interviews, 360° surveys, psychometric assessments and work performance reports. With the client's insights, we identify both skill and behavioral strengths and weaknesses, and we set the development course for the engagement.



7x

mean return on investment in coaching according to a recent global survey by Price Waterhouse Coopers and the Association Resource Centre





OPTIMIZE PERFORMANCE

Team Coaching

Our Team Coaching practice emphasizes the interpersonal dynamics, collaboration and consensus building required to achieve optimal performance. We identify the strengths and opportunities for growth that each team member brings to the table, and we work with the team to understand and maximize individual work and leadership styles in service to the team.

Individual Coaching

Our coaches help new and incumbent leaders effectively use critical thinking and self-analysis to develop greater awareness of the role that judgment and emotions play in strong leadership and good decision making.

PEOPLE MATTER

Talent Development

The #1 differentiator for organizational success is people. Hiring, developing and retaining the right talent is the key to realizing the vision, mission and continuity of your organization. At T. H. Easter Consulting, we offer an array of world-class services to assist clients in developing and positioning their people for individual and organizational success.

Professional Development for Leaders & Managers

Strategic Alignment to Organizational Goals

Identifying Future Leaders

Succession Planning

Professional Skills Training

Executive & Team Coaching

THE PRINCIPLES

Skills Development

We use a variety of theoretical frameworks and methods to incorporate the cognitive, affective, and behavioral domains of learning and to appeal to diverse learning styles and preferences. We are often sought as experts in adult learning theory and maintain our awareness of the latest trends in learning theory and practice.



Involve Learners

Adults are our partners in the planning and evaluation of their learning journey



Leverage the Client's Experience

Personal experiences provide the basis for the learning activities



Relevant & Impactful

Adults are most interested in learning subjects that have immediate relevance and impact to their job or personal lives



Problem Centered

Focused on the client's real challenges, not just delivering content

STRATEGIC APPROACHES

Inclusive Engagement

Our comprehensive engagement strategies couple recruitment efforts with onboarding, transition coaching, professional development programs and other organizational development efforts that are aligned to produce real, measurable and successful engagement outcomes. At T. H. Easter Consulting, we know that strong employee engagement is a business imperative that drives successful performance and an improved bottom line.



**Leadership Vision &
Values Alignment**



**Leadership and
Organizational
Readiness for Change**



**Engagement Strategy
Development**



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