



Case Study: Health & Human Services Consulting Firm

Equipping Director-Level Talent with C-Suite Leadership Skills

THE SITUATION

An international health and human services consulting firm selected Fahrenheit Advisors to accelerate the development of a promising director-level leader who managed projects across the U.S..

OUR APPROACH

The director selected Frank Cummins, a leadership coach at Fahrenheit Advisors, to serve as her coach. His first step was taking time to understand the director's strengths and opportunities for improvement. Discovery included speaking with her supervisor, reviewing her self-administered and her colleagues' 360° Feedback Survey results, and having her complete the Hogan Assessment. Cummins and the director next established goals:

- › Improve executive presence
- › Better manage resources & delegation
- › Improve communication of contributions to the organization

Cummins met with the director twice a month for six months to work on the behaviors and skills needed to achieve goals. Noticing improvement, the director's supervisor extended the engagement six additional months to ensure sustainability of results.

THE RESULTS

The director earned a promotion to senior director and she reports achievement of the engagement's established goals:

Executive Presence

- › More composure under pressure
- › Exhibiting leadership behaviors of senior executives

Resources & Delegation

- › Improved delegation skills
- › More focus on staff development
- › Reduction of perfectionist behaviors

Communicating Value

- › Improved communication to staff and leadership about the value of her and her team's contributions

FEATURED CONSULTANT



Frank Cummins
Leadership &
Executive Coach

According to a survey by the International Coaching Federation:

86%
of organizations saw an ROI on their coaching investment

96%
of people who engaged a coach would do it again

80%
reported higher self- confidence

70%
reported improved work relationships and performance