Who is the ideal Compass Coaching and Consulting client?

My ideal clients are either:

1) those who at their core are merely deeply motivated and energized to lead their teams and organizations to become as powerful and effective as possible, or

2) those who have had repeat problems undercutting their efforts, causing money to be left on the table--probably more than they are even aware of--and for whatever reason they've not been able to resolve the issues internally, but now they are ready for a change.

All clients I take on are motivated, transparent, open, teachable and action-oriented and fall into at least one of the three following buckets, each with their corresponding challenges:

① C-Suite Executives, Organizational Leaders, Managers, Leaders of one or more teams, Leaders graduating to being promoted to a C-Suite position and individuals being groomed for or needing/wanting to be groomed for leadership.

Clients in this bucket come to me with one or more of the following challenges:

- Aware that something is broken or not working within their team or organization and he/she is likely the root cause.

- Need to grow in self-awareness for the intention of interrupting ineffective and undermining patterns within their leadership style.

- Need to grow in awareness of others in order to lead them more effectively.

- Need help in blending work and life into realistic rhythms, managing energy and time, and reducing stress and anxiety.

- Need help managing personal transition(s).

Need to grow in one or more of the following areas:

- Interpersonal relationships, listening skills and empathy

- Influence

- Leading during times of organizational change

- Communication skills

- Motivation and engagement and leading with vision and purpose

- Building effective teams

- Strategy and strategic thinking

- Working with uncertainty and ambiguity, decision skills

- Mentoring, developing internal talent, succession

❷ Teams

Clients in this bucket (often engaged in conjunction with bucket #1) come to me with challenges in one or more of the five following key areas:

Communication

- Lack of Clarity
- Inefficiency
- Misunderstandings

Relational Dynamics Within the Team

- Gossip
- Mistrust
- Drama
- Turfwars
- Toxic Environments

Alignment

- Wasted Effort
- Lost Time
- Duplicate Work
- Right People Not in Right Positions
- Activities/Responsibilities Not Correctly Aligned with Overall Values, Mission and Vision
- Lack of Role Clarity
- Lack of Clarity Regarding Organizations Values, Mission and Vision

Execution

- Unmet Goals
- Missed Deadlines
- Blown Budgets
- Damaged Credibility
- Lack Of Understanding Among Team Members About How All Parts of Organization Function Together To Achieve Objectives

Capacity

- Burnout
- Turnover
- Missed Opportunities
- Stagnation

❸ **Organizations** (Multiple Departments and Teams)

Clients in this bucket have similar challenges to those in bucket #2 but on a much larger scale.