

## Leadership Coaching

### Is this you?

Redpoint works with successful business owners and executives who want to continue to grow and realize their leadership potential. Our ideal clients recognize that the leadership behaviors that they credit with past successes may not be the behaviors that are required to achieve future success. Redpoint's clients aspire to be role models who lead their teams and organizations to new heights. We work with individuals who are:

- motivated to change,
- have potential for a more senior role in the organization, and
- have the intellectual capacity, technical skills, and functional expertise to get the job done.

### What we do

- We believe in focus. We prioritize a small number of behavioral changes and work on only those.
- Our coaching focuses on changing executives' behavior. It does not replace strategy, mission, direction and functional expertise.
- We provide a true systems approach to behavioral change and performance improvement by working with both the coaching client and his or her colleagues.

### Our coaching philosophy

Our process draws on the sustained efforts of our executive clients and their respected colleagues to drive improvements. Like getting in physical shape, making positive behavioral changes requires hard work, discipline, rigorous follow-up – and a lot of fun.

### The Redpoint Difference

We offer a 100 % money back guarantee if, in the eyes of key stakeholders, the client does not achieve positive change in target leadership behaviors. We measure success by key stakeholders' assessments of behavior improvements.

### Our Coaching Process

We start with rigorous information gathering to assess your top challenges. With input from key stakeholders (boss, colleagues, direct reports), you will identify one to three leadership behaviors to target for improvement. We then engage key stakeholders to provide ongoing feedback and feedforward. As you work toward your goals, your colleagues rate your progress twice with a mini 360. The process finishes with an evaluation of your progress.

### Who We Are

**Lauren Owen**, MBA, has 25 years of experience working with family-owned and closely held businesses across diverse industries, providing insights and strategies for attaining the critical factors required for superior performance.

**Urs Koenig**, PhD, MBA specializes in leadership development for business owners and senior executives, helping them to lead more effectively and improve their bottom line while finding more personal fulfillment in their work.