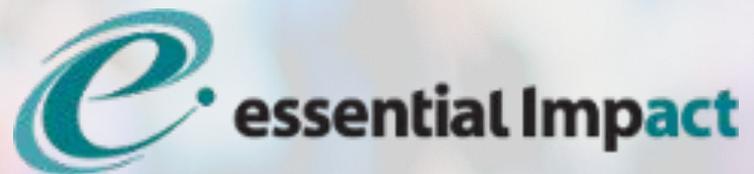




**Leaders coach.**



**Engage \\ Enlighten \\ Empower \\ Excel \\ Evolve**

# Who We Are

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Essential Impact Coaching is internationally recognized for its world-class training in non-directive coaching both in the classroom and the virtual space. Our passion is building coaching cultures and empowering individuals to lead with a coach approach. We partner with forward thinking organizations to design and deliver coaching programs known for their experiential nature, acclaimed coaches + facilitators, and bottom-line impact.

We partner with global corporate organizations looking to equip thousands of their leaders and employees with a coach approach, as well as with smaller teams and companies.

For leaders looking to add a coaching certification to their toolbelt, we also offer our flagship Certified Leadership Coach (CLC) designation.





# The Case for Coaching

Today's workforce is expected to be more nimble, agile and adaptable than ever. The incredible pace of constant and disruptive change eliminates the possibility for leaders to have all the answers or remain content 'experts' who simply hand down their expertise. What worked in the past no longer works.

**A new model of leadership is required.** One centered around empowerment and support. One that breeds innovation, creativity, and leadership.

Enter, coaching.

Coaching is a critical skillset for today's leaders of people and organizations are embracing cultures centered around coaching which enable and reward the capacity to learn and change.

In short, leaders need to tell less and ask more.

Leaders Coach.

# What is coaching?

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Coaching is a specific style of conversation. Neuroscience shows that one of the most effective ways to change thinking is by asking judgement-free, open-ended questions. Coaching embraces these types of questions, challenging people to think creatively and uncover answers for themselves, which in turn builds adaptability, resilience and leadership capacity.

Coaching is a partnership marked by co-created solutions, rather than a one-way street. It creates space for discovery and produces avenues for action.

Coaching is a place where the whole person is addressed, not simply the issue at hand. Coaching holds people capable.

Coaching is a fundamental language of today's leader.





## Coaching Cultures

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When a coaching culture is embraced at an organizational level, it can serve as a powerful influencer.

Coaching cultures embrace curiosity, innovation, regular feedback, opportunities for growth, and empowerment. They are marked by clear goals, roles and processes in tandem with open, honest, and supportive conversations. In these organizations, coaching conversations are the norm (and leaders know when and where coaching is the appropriate approach).

For coaching to truly become a part of workplace culture, it must occur at every level. This requires a clear vision from the leadership, buy-in throughout the organization, and commitment to implementing a coach approach.

That's where we come in. We are experts in assisting organizations strategize and build out coaching cultures. It's what we're passionate about, and we've seen the tremendous impact that is possible firsthand.

# Our Approach

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We partner with organizations to develop a strategy for implementing a coaching culture.

Based on their unique culture and needs, we recommend coach training programs and pathways to actualize that vision.

Our programs are executed by world-class coaches + facilitators and can be delivered virtually or in person.

We connect as partners, not one and done providers. We want to see your team and organization reach their full potential, and we're here to support you every step of the way.



# Two Ways to Build a Coaching Culture

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## 1. Internal Champions

### **Individual Champions**

[Excelsior™ Essentials](#) is a hands-on, experiential 30-hour course where participants practice and hone coaching skills that they can immediately apply to their professional leadership, and personal lives.

### **Internal Coach**

The [Certified Leadership Coach \(CLC\)](#) designation is accredited by the International Coach Federation. This robust program equips leaders with powerful coaching skills to empower teams and drive meaningful results.

## 2. Organizational Training & Development

We offer a range of coaching programs and pathways and partner with you to determine the best fit for your organizational goals.

Workshop modules are typically 2-4 hours in length, and we can work with you to adapt module lengths and program timelines to fit your needs.

Let's talk impact.

We've had the opportunity to partner with some amazing organizations who have given us permission to share the impact that implementing a coaching culture has had for them.



[Hear how coaching impacted the bottom line](#)



JOEY RESTAURANTS

[Hear how coaching created leadership readiness](#)

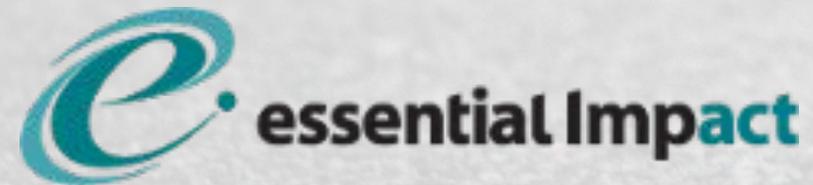


SURREY  
FOOD BANK

[Hear how coaching increased engagement rates](#)

**Ready to get started?  
Let's connect.**

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For profit organizations we've worked with



# Charitable organizations we've worked with

