



HunterRockhold

Case Study: **Executive Coaching**

Helped a t-risk senior manager get back on track

“Barbara really helped me get clarity on a number of issues and helped me express personal anger in a constructive way.”

Director, IT Department,
Global research company

Client Situation

A senior manager at a global research company received feedback from his boss indicating the urgent need for development in several critical areas in order to remain in a leadership position. Chief among the concerns was a need to develop leadership skills and channel his passion and intensity in more productive ways.

Approach

Barbara conducted one-on-one interviews to gather **360° feedback** from the senior manager’s peers, direct reports, boss and other key stakeholders. Based on this data, she **identified key themes**—both positive and areas of potential concern.

Barbara shared the feedback with the senior manager and **created a development plan** based on the assessment and what was important to him. She worked with him for 4 months to **identify and integrate new behaviors** into his daily work and relationships that would help get the results he was seeking.

Results

The coaching helped the senior manager articulate what was important to him regarding issues and challenges with others in a **constructive way**. He developed an **ability to stop and listen** to what was important to others and show true commitment to integrating their needs, as well as his own, into a solution. Barbara also helped him to recognize triggers to behaviors that did not work well and **respond more appropriately**.

About Barbara Hunter

Barbara Hunter is an executive coach and organizational development consultant whose business insight and engaging style have combined to create sustainable change in individuals, teams and organizations for over 20 years. Her clients range from small regional businesses to global companies. These companies include a wide range of industries—pharmaceuticals and research, education, computer networking and telecommunications, automotive, and utilities. For more information, visit www.hunterrockhold.com.

Cary, NC 27519

919.363.6171

barbara@hunterrockhold.com

www.hunterrockhold.com