



HunterRockhold

Case Study: Leadership Development

Prepared high-potential executive for next role

“Barbara’s coaching, guidance and strength have stayed with me. The lessons she taught were invaluable, in both my personal and my professional life.”

Senior Director,
IT Department,
Research Company

Client Situation

The client was a high-potential executive in a global technology company identified by her boss as his successor. He wanted to provide her with leadership development before moving her into a higher-level position.

Approach

Barbara **administered and interpreted multiple assessments** to identify potential developmental areas for the executive, including Myers-Briggs Type Indicator (MBTI); Fundamental Interpersonal Relations Orientation (FIRO-B); Coaching Report for Leaders; Client Feedback Report; Decision Styles Indicator (DSI); Change Style Indicator (CSI); and an in-house 360°.

Barbara and the executive **created a development plan** that targeted specific areas based on her boss' feedback, the 360° feedback, and desired areas of development. Barbara **coached the executive twice a month** for 6 months.

Results

Barbara's coaching helped the executive recognize that, while development is a lifelong journey, her success could be attributed to the gifts she already possessed. The executive **developed a higher level of confidence** in her key strengths and capabilities, and was able to use her strengths to address areas where she wanted to develop as a leader, **positioning her to move into a more senior-level position.**

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