



THE EXECUTIVE'S GUIDE TO LEADERSHIP COACHING

Outcomes, ROI, and What to Expect from
a Strategic Coaching Engagement

R | L ROBERTSON LOWSTUTER

WHAT IS EXECUTIVE LEADERSHIP COACHING?

Executive leadership coaching is a confidential, goal-driven process designed to help senior leaders elevate performance, enhance leadership capabilities, and drive measurable results for themselves and their organizations. Unlike mentoring or training, coaching is personalized, professional development led by an experienced, credentialed coach.

Key Characteristics of Executive Coaching:



Confidential

Built on trust and discretion



Goal-Oriented

Centered on individual and organizational priorities



Measurable

Progress and impact are tracked over time



Personalized

Adapted to each leader's strengths, challenges, and leadership context

WHO IT'S FOR



Executive coaching is designed for:

- **C-Suite Executives:** CEOs, CFOs, CHROs, and more
- **SVPs and Senior Leaders:** Leading business units or strategic initiatives
- **High-Potential Leaders:** Preparing for succession or enterprise-level responsibilities
- **Leaders in Transition:** Onboarding into new roles, recovering from setbacks, or leading transformation

Executive leadership coaching is most effective when leaders are:

- Facing a new challenge
- Responsible for transformation
- Seeking more strategic impact

COACHING OUTCOMES THAT MATTER

Executive leadership coaching is not just about soft skills—it's a lever for business impact. Common coaching outcomes include:

Strategic Clarity

- Make faster, more informed decisions
- Align leadership actions with vision and goals

Leadership Presence

- Increase executive influence and trust
- Navigate board and C-suite dynamics with confidence

Emotional Intelligence

- Improve self-awareness, empathy, and communication
- Lead under pressure with calm and adaptability

Team Effectiveness

- Create alignment, accountability, and engagement
- Build high-performing, collaborative teams

Cultural Influence

- Champion organizational transformation
- Embed values and purpose into daily leadership

ROI OF EXECUTIVE COACHING

Studies from the International Coaching Federation (ICF) and Harvard Business Review reveal that executive coaching delivers measurable ROI, often between 5x and 7x the initial investment.

Tangible Returns

- Increased revenue and profitability
- Accelerated executive onboarding
- Reduced turnover of key talent

Intangible Returns

- Greater leadership confidence and clarity
- Improved cross-functional collaboration
- Enhanced resilience and well-being

Sample Metrics to Track:

- Employee engagement scores
- Leadership effectiveness ratings
- Achievement of coaching-aligned business KPIs

“

I credit Executive Coaching for my being able to quickly turn around our under-performing business in San Diego. This generated a \$125 million positive profit swing in record time and directly contributed to my promotion to Vice President soon after this project was completed. You helped me become the leader I always wanted to be.

-Vice President Credit, Global Financial Services Company

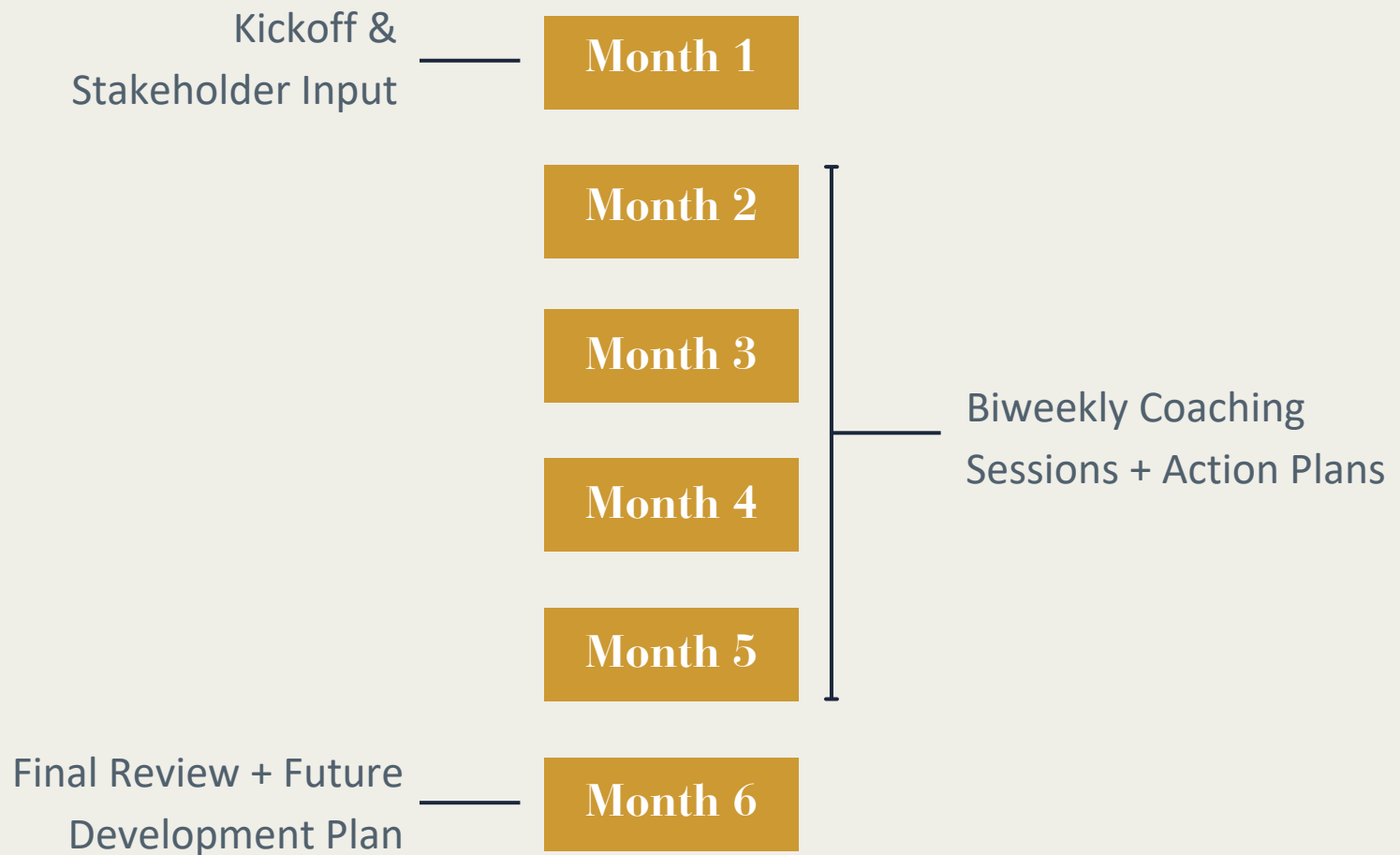
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WHAT TO EXPECT FROM A COACHING ENGAGEMENT

Every engagement at Robertson Lowstuter is designed to deliver meaningful, measurable growth:



Sample Engagement Timeline (6-Month Program)



What Makes a Great Coach-Executive Match?



Industry or functional expertise



Coaching style aligned to personality



Ability to challenge, support, and hold accountable

WHY ROBERTSON LOWSTUTER?

For more than four decades, R|L has coached high-performing leaders across the globe. We are:

Boutique and Personalized

- Every engagement is tailored to the individual and organization

Executive- Caliber Coaches

- Former CEOs, CHROs, and organizational psychologists
- Credentialed by ICF and top coaching institutions

Results-Focused

- Measurable progress tied to leadership and business goals

Trusted by Leading Brands

- Across industries including financial services, healthcare, technology, and professional services

“The most significant growth area for me as a result of Coaching is a total redefinition of accountability. I now see accountability as getting people to work together to achieve a result, each contributing fully. My old belief was that I was the person "accountable" for giving all the "right" answers to others and persuading them to accept my ideas and produce what I wanted.”

— CFO, Automotive Parts Manufacturing

QUESTIONS TO ASK BEFORE CHOOSING A COACH

Use this checklist to ensure you're making the right coaching investment:



Are your leadership development goals clear?



Is the coaching approach personalized to your context?



How will you measure progress and ROI?



Does the coach understand the challenges at your level?



Is the coaching engagement aligned with organizational goals?

READY TO TAKE THE NEXT STEP?

Executive coaching is an investment in your leadership and your organization's future.

Take Action:

Leadership transformation starts with a single conversation. **Let's talk.**