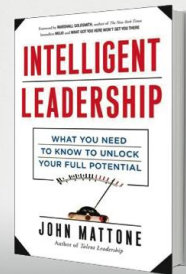
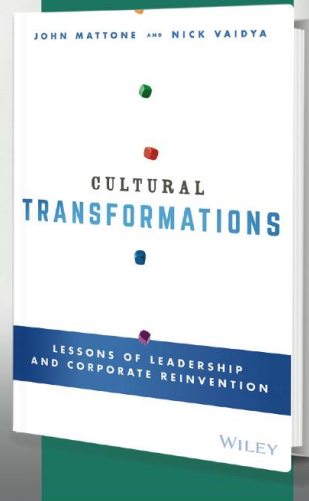
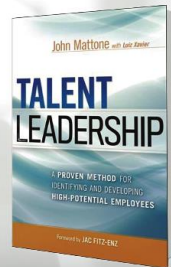


Amazon
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Inc. Magazine
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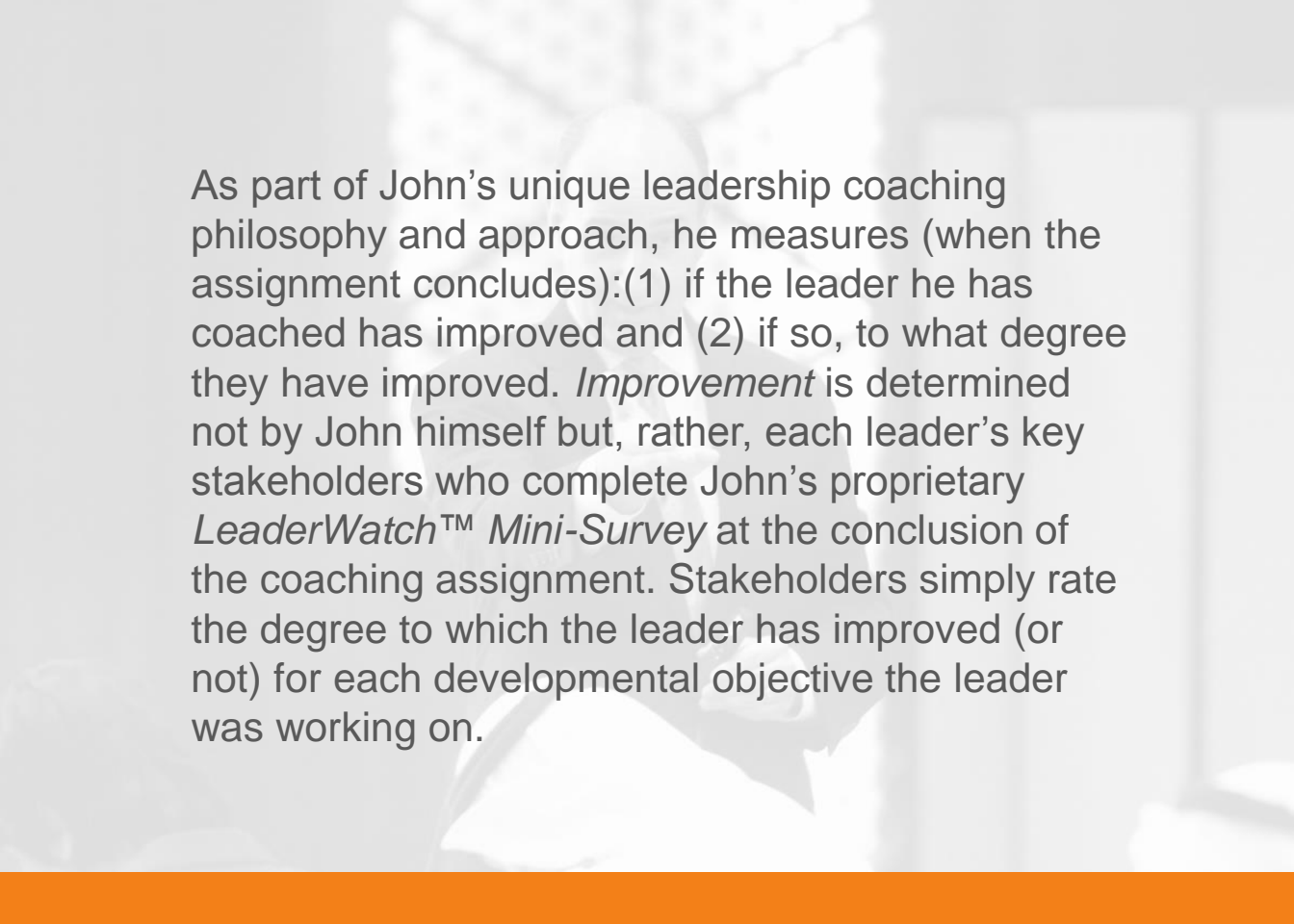


JOHN MATTONE'S LEADERSHIP COACHING PROCESS & RESULTS


JOHN MATTONE
@JOHNMATTONE

JM JOHN
MATTONE

www.johnmattone.com



As part of John's unique leadership coaching philosophy and approach, he measures (when the assignment concludes):(1) if the leader he has coached has improved and (2) if so, to what degree they have improved. *Improvement* is determined not by John himself but, rather, each leader's key stakeholders who complete John's proprietary *LeaderWatch™ Mini-Survey* at the conclusion of the coaching assignment. Stakeholders simply rate the degree to which the leader has improved (or not) for each developmental objective the leader was working on.



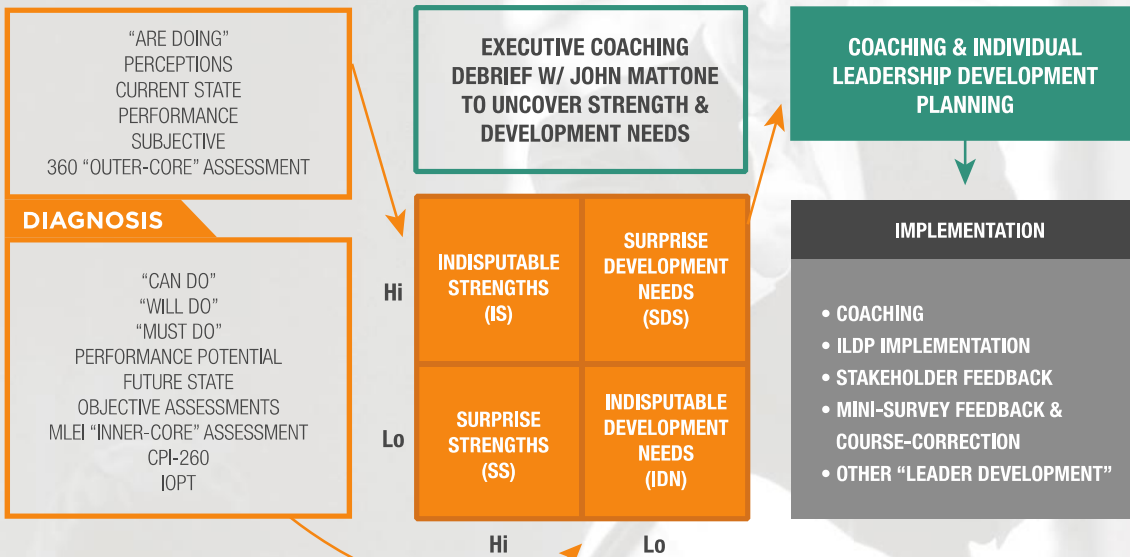
We commissioned a study in February, 2016 involving 100 leaders who were coached by John Mattone. 60% of the coaching assignments were 3 months in duration, 20% were 9 months and 20% were 12 months. We were interested in finding out if the leaders improved and if so, to what degree as determined solely by each leader's stakeholders.

We analyzed data from over 1,500 completed *LeaderWatch*™ Surveys compiled and collected by our team since 2011.

The % of leaders who improved as determined by their stakeholders? 98%

"INNER" & "OUTER-CORE" LEADERSHIP ASSESSMENT & DEVELOPMENT

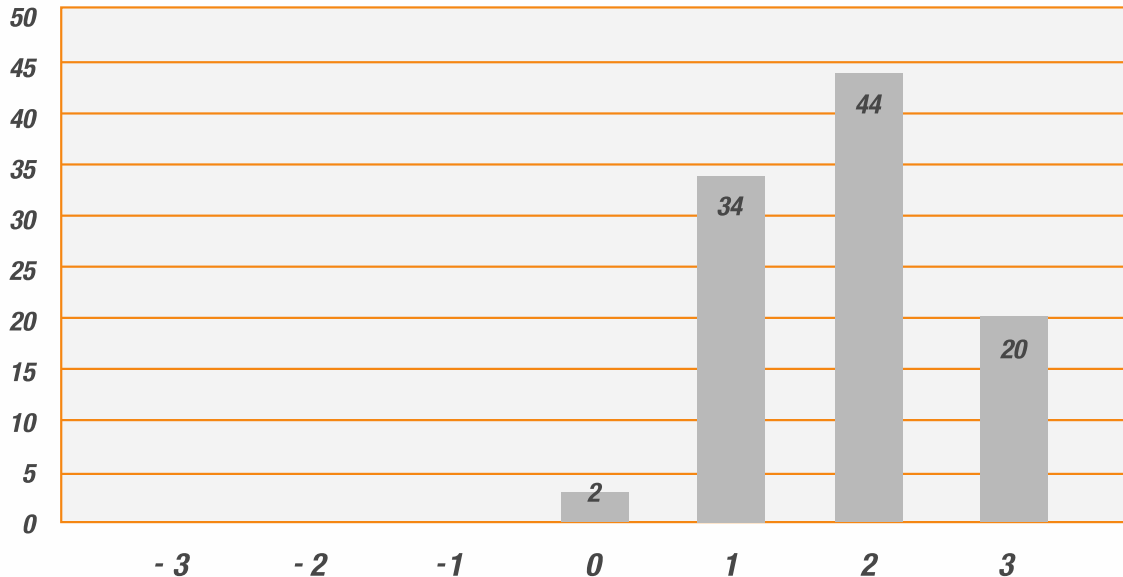
PREDICTING & ACHIEVING FUTURE SUPERIOR SUSTAINED PERFORMANCE (FSSP) OF LEADERS



"Prescription Before Diagnosis is Malpractice." ~John Mattone

2016 LEADERSHIP COACHING STUDY

John Mattone Coaching: Do Leaders Improve & To What Degree?



Using a 7-Point Scale. Stakeholders Rated the degree of improvement they observed for each developmental goal the leader established for him/herself. Averages were computed and then were rounded to the nearest whole number.