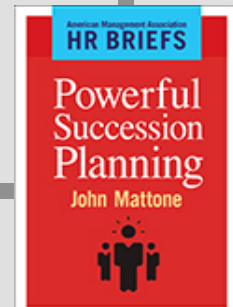
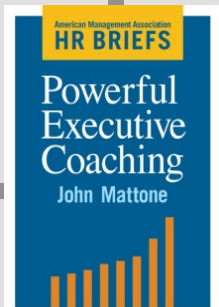
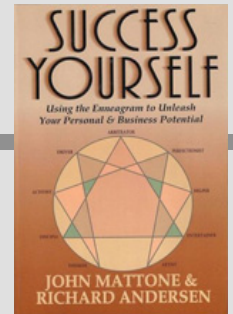
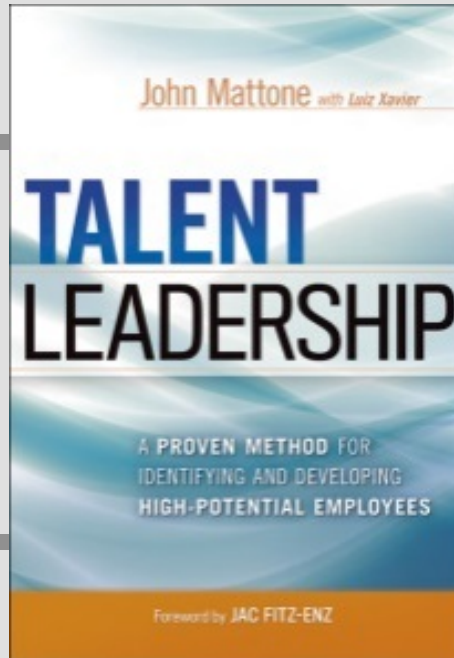
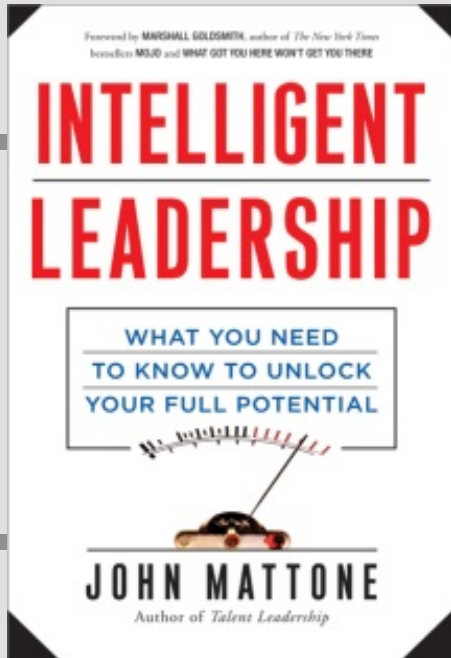
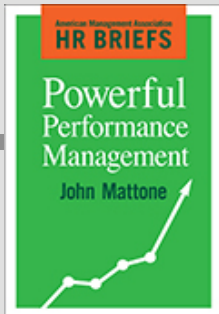


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John Mattone's Executive Coaching & Sr. Executive Coaching Roadmap



John Mattone was nominated for the prestigious 2013 Thinkers50 Leadership Award, which recognizes the global thinker who has contributed most significantly to our understanding of leadership over the last two years. He appears on the Thinkers50 "Guru Radar" (2011 and 2013), recognizing the fastest rising stars in the field of leadership.

HR.com and Warren Bennis' Leadership Excellence Magazine in June, 2014 named John Mattone as one of the world's top independent leadership coaches and speakers.

Globalgurus.org, a research organization that identifies the "best of the best" in the fields of leadership, sales and executive coaching, has ranked John Mattone as one of the world's top 30 executive coaches (2015 ranking).

John Mattone is one of only nine executive coaches in the world who have been awarded the coveted Master Corporate Executive Coach (MCEC) certification from the Association of Corporate Executive Coaches.





John Mattone's Executive Coaching & Sr. Executive Coaching Roadmap



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We begin with a short meeting involving the senior executive/ C-Level executive and “sponsoring” executive/team if necessary to discuss the goals of the coaching experience, provide context and background, and discuss the proposed “roadmap” and coaching schedule. The balance of the day then shifts to the executive and I getting to know each other both “in the office” and “out” over lunch and/or dinner. My objective over the course of the day and following day, if necessary, is for us to build a foundation and bond of trust and rapport. Ultimately, I will assess the strength and vibrancy of both their "inner-core" and "outer-core" capabilities utilizing my general observations as well as a combination of a structured “in-depth interview” and objective assessments, including my own executive maturity assessment. I almost always build-in one day of shadowing, in which I observe the executive in action—on calls, in meetings, etc.

I supplement these assessments with 360-degree interviews involving key stakeholders and constituents (board members, other C-Level executives, direct reports) as well as survey a larger population of employees using my *Strategic-Tactical Leadership Index 360-Survey* or the organization's sponsored 360-Survey. I will then identify from my general observations, assessments, interviews, and shadow days, the executive's leadership strengths and development needs. Typically, we schedule a full-day to debrief and discuss the themes and results of the assessments.

With my guidance and the use of my proprietary tools, the executive then prepares their initial leadership development plan (based on the diagnostic phase) that focuses on strengthening their: (1) indisputable strengths; (2) surprise strengths; (3) indisputable development needs; and (4) surprise development needs. While this sounds like a lot, it is important to limit the C-Level executive to focusing on only one element per area.





John Mattone's Executive Coaching & Sr. Executive Coaching Roadmap



Continued...

With my support and guidance, they then meet with their stakeholders and constituent groups individually and collectively to share any number of things, including: *their drive and passion to become the best leader they can be and that they cannot achieve this goal without the input, support and guidance from them* (this step can often be the most challenging for the senior/C-Level executive). I coach (and provide the tools, guidance and preparation) the executive to invite and incorporate positive developmental suggestions from their key stakeholders and constituent groups so they can finalize their leadership development plan.

With my on-going support and guidance, the executive then starts executing this plan while ensuring that key stakeholders and constituents provide quarterly feedback to the executive on the progress they are making on their leadership development plan.

In general, throughout this process which can be 6 to 12 months, I work confidentially with the executive on implementing powerful change strategies that leverage their considerable leadership capabilities while also strengthening their leadership development opportunities—coaching them on first strengthening their "inner-core" as a foundation to strengthening their "outer-core" leadership skills.

John Mattone