



As an executive,
You are in the spotlight.

- People are watching and listening
- Seize the opportunity and choose to lead
- Use executive coaching to unleash the power of your leadership skill

Considering executive coaching services?

Then you have recognized how important you are to the success of your business.

Powerful leaders are real people, not super heroes.

It's a relief to learn that leadership skill comes when you play your leadership role authentically - in character, rather than out of character. And that accomplishment comes with clear, compelling goals and dedicated action.

Simple to say, but not so easy to do. There are many distractions for the executive leader. Multiple objectives, tough problems, day-to-day busyness. And expectations (your own and others) that you must do everything and be a super-human manager/leader.

In our meetings, I help you find your leadership focus and then redefine your leadership role, stripping away all the non-essentials.

Looking for a fresh perspective on your leadership?

Then my sessions may be the answer, if you are willing:

- to spend some time
- to make some changes
- to overcome any hesitancy you may have about using a coach.

You need to be ready for the challenges. It's not easy to give up your old ways of doing your leadership job. In the beginning, it requires discipline to maintain clarity and stay on focus.

But the benefits can be huge. It's like finding your game. Working with your talent clears your mind and releases your energy. And you become a more powerful leader.

Connie McCandless

*Call me at **416-221-1966** for a confidential discussion about how I can help you achieve your business goals.*



Executive Leadership Development

We work together to discover your relaxed confident leadership style. In three steps:

- 1. Know the game** - what are your organization's leadership needs.
- 2. Be your natural best** - what are your personal strengths and goals.
- 3. Develop your Leader's Playbook** - how to use your talents to lead successfully.

1. Know the game

Being an effective leader starts with your organization's leadership needs:

- What are the desired results and how are they to be achieved?
- Where are the most significant changes from the status quo?
- What kind of leadership is needed to achieve these changes?

Even if you have exceptional market position, profits, products and first class people, what needs to change for things to stay the same? Because the world is changing around you.

2. Be your natural best

Leadership is personal, no matter how large the organization. In the second phase I act as your coach, focusing on you as an individual.

We develop an understanding of:

- Your skills, abilities and preferences.
- Your genuine style - the attributes that distinguish you from others.
- The parts of the business you are most passionate about.

3. Develop your Leader's Playbook

Once we understand your strengths and circumstances, we develop your personal leadership book.

Your Leader's Playbook maps out your role and how you deal with your leadership challenges:

- It matches what you do well to the goals and rules of the game
- It contains your leadership messages and strategies for expressing yourself.
- And what you do... and won't do... as a leader.



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Executives use coaching for leadership development when change is important - for their business, for their careers and for their well being.

You are a potential client if:

- You have a new agenda - new responsibilities or challenging business circumstances
- You want to increase your personal impact within your business
- Or you are grooming executive successors within your company

New Agenda

- Implementing a change in business strategy?
- Establishing your leadership of a larger organization in a different business?
- Forging new business alliances?

Whether you're new or the circumstance is new, change is an opportunity to refresh your leadership skill.

Increase Personal Impact

- Successful and seeking ways to differentiate yourself?
- Overloaded and looking for economies of effort?
- Frustrated and seeking ways to be more effective?

Developing your leadership skill will redirect your energy from worry to action and enhance your executive career.

Grooming Successors

- Head of a family business changing your role and preparing your successor?
- Senior executive accountable for succession planning and leadership development?

Give your successors the opportunity to develop their leadership identity and ease their transition to top management.



Connie McCandless

" Much of my past management consulting work has focused on implementing business strategies - how to organize, plan and manage departments and projects to achieve results.

From the beginning, I recognized that people are the key ingredient for success. Now I'm devoting my consulting practice to unleashing the power of individual leaders."

Over 25 years of experience

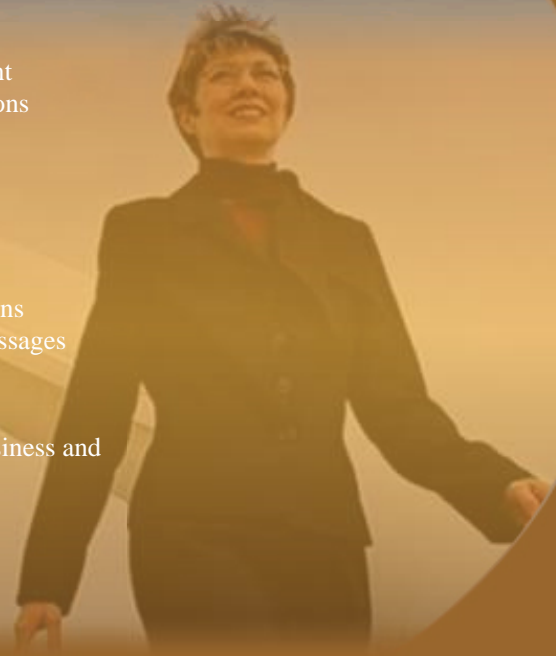
- Consulting and management
- Large and small organizations
- Business and government

Strengths

- Seeing the innate talents of other people
- Clarifying complex situations
- Developing compelling messages

Academic Background

- Degrees in psychology, business and mathematics





A Leadership Program includes 4 to 12 working sessions over 1 to 4 months, depending on client needs.

To inquire about an initial consultation, contact:

Connie McCandless

President and Managing Director
Toronto, Ontario, Canada
(416) 221-1966

connie@candomore.com





More Insights for Leaders

Books & Articles

Web Links

Learn from good examples

Great Leaders

The Resources page is a collection of leadership materials that evolves over time. Your suggestions are welcome. Please visit again to see what's new.

connie@candomore.com



Executive Coaching

Your Winning Leadership Style

Feel the confidence and power of clear direction

Know when to follow your instincts or think things through

Be calm under pressure



Connie McCandless
PRESIDENT

Executive Leadership Development

My services are a combination of:

- Executive coaching
- Leadership skill training
- Management consulting

Designed to achieve business and personal benefits.

I look for the heart, the essence, of what the business needs and who you are as an individual leader, and make a very specific match between your leadership actions and your business goals.

When you work with me, we name the parade and then put you in front of it.

This is different from most executive development services:

- Executive coaching on leadership, rather than your whole life
- Insights through dialogue with me, rather than personality testing or 360° feedback
- Customized services for you and your situation, rather than generic seminars, courses or books

It's more like athletic coaching where we use your drive and natural talent to create your winning leadership style.



Leadership Skills

Leadership is a relationship. **Build rapport and trust**

- With colleagues you work with every day
- With staff, customers and suppliers that you may never meet
- With all those whose energy and commitment are needed to accomplish the goal.

Create focus and movement

- Set direction - this is who we are and what we are achieving
- Distill it – so it 's clear and compelling
- Then live it everyday – walk it, talk it, teach it.

Connie McCandless
PRESIDENT



Effective leadership

Effective leaders are comfortable in their roles and achieve results. What are their characteristics and skills?

First and foremost, they are driven to lead – the prerequisite for effective leadership.

Effective leaders have credibility and style. They are the real deal - competent, authentic people respected by those they work with.

Effective leaders are passionate about future possibilities. Forward thinking, they see opportunities for growth, for excellence, for change.

Effective leaders distill and enact the essence of their goals. In every situation they interpret and express what is to be achieved.

Given the desire to lead, becoming an effective leader is possible for all of us. It's a matter of learning how to apply your natural abilities.

Leadership skill training

As a business executive, you have a ready-made leadership opportunity. But it's easy to forget that you are leading and get caught up in managing.

Learn to differentiate leadership vs management, and use your skills to capture attention, set direction and maintain focus.

Whether you are an outgoing natural leader or a thoughtful

scholar, you can use leadership skill training to:

- Resolve credibility issues
- Build rapport and communicate with your own leadership style
- Focus your actions on what's important

[Books Link](#) - More information to follow

RESOURCES

Web Links

[WebLink](#) - More information to follow

RESOURCES

Great Leaders

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