

Executive Coaching Services

Help your senior leaders excel! K&A provides confidential executive coaching and thought partnership for senior executives.

Executive coaching builds on the client's strengths to produce the best possible alignment of their knowledge, skills, and talent with the responsibilities of their position, the goals of their unit, and the expectations of institutional leadership. Executive coaching blends professional growth and development with thought partnership; it is strategic, highly customized, culturally responsive, and goal-oriented.

Our coaches work with clients to establish mutually agreed goals, and provide direct, highly contextual, and carefully personalized feedback through a consistent, systematic process. **Success in executive coaching is based on three critical factors:**

1. The development of a secure, functional, trust-based relationship between client and coach
2. Alignment of the knowledge, experience, and expertise of the coach in relation to the role and responsibilities of the client
3. The ability of the coach to provide, and of the client to accept and affirm, both support and constructive feedback.

K&A's Experience

K&A brings 25 years of experience supporting senior leaders in higher education.

- ▶ Our senior consultants who serve as executive coaches are recognized leaders and scholars who have themselves thrived in positions such as presidents, provosts, vice presidents, and executive directors. In addition, they have served on governing and advisory boards of national and international professional organizations. Their diverse professional and educational backgrounds in student affairs, health and counseling services, public health, athletics, DEI, and art create a collegial and insightful coaching experience.

What you can expect from the coaching relationship

- ▶ We offer a personalized coaching process designed to elevate leadership excellence and align it seamlessly with organizational goals. Our tailored one-on-one coaching relationships provide leaders with a trusted and confidential space to:
 - Explore strengths, address challenges, and uncover opportunities for growth.
 - Manage transitions, such as assuming a new role or adapting to a different institutional culture.
 - Effectively lead major organizational changes.
 - Navigate complex cultural or interpersonal workplace dynamics.
 - Strategize for future success and direction.

K&A also provides leadership team coaching

- ▶ In addition to individual coaching, we offer leadership team coaching to strengthen collective effectiveness through a consultative framework that encourages thoughtful collaboration, shared decision-making, clear communication, and accountability. In our work with leadership teams, we include both individual coaching and facilitation of group exercises and activities designed to support a foundation for collective success. This work explores group dynamics and operational needs against the backdrop of institutional and organizational goals.

Let us help you prepare for a leadership transition that transforms your division or department and strengthens your institution. Contact us at info@keelingassociates.com to learn how we can set the stage for your next leader's success.