

Executive Coaching

“Struggling Exec” Package

You’ve got a team member who performed well enough to get into their role, but has not been delivering. You know you need to take action, but you’ve got so much going on. Who has time for that?

IT Director

“Thank you for helping us with both team members. Even though we ‘saved’ one and the other one decided to go, I’m happy about how it worked out. It was easy, and our path forward was clear for each of them.”

- Jerry T

I can help. *I’ll make it simple for you.* I’ll work with you and your team member to create a customized, action-oriented plan to directly address the challenges you and your team member identify. You’ll have a clear 90 day plan.

I can help you navigate the HR requirements, and give you the real, tangible documentation that you need all the way through a performance improvement plan (PIP)

Before the end of this custom 90 day program:

- You’ll know whether your team member will be “on the path” or not.
- You’ll know exactly what you need to do next, and
- you’ll have peace of mind that you’ve done the best you can for your team member and for the organization.

Topics:

- Self-Awareness
- Work performance
- Delegation
- Communication
- Influence/Political savvy/political capital
- Setting expectations for others
- Holding team members accountable
- Mindset shift - from individual contributor to leader

How it Works

- “Kickoff” session with you and your team member
- Weekly coaching sessions with your team member
- Monthly checkpoints with you on progress and topics
- Wrap up session with you and your team member
- Coach’s assessment report for HR
- Unlimited access to the coach between sessions for you and your team member

Your Investment : \$5,995

Director, Operations

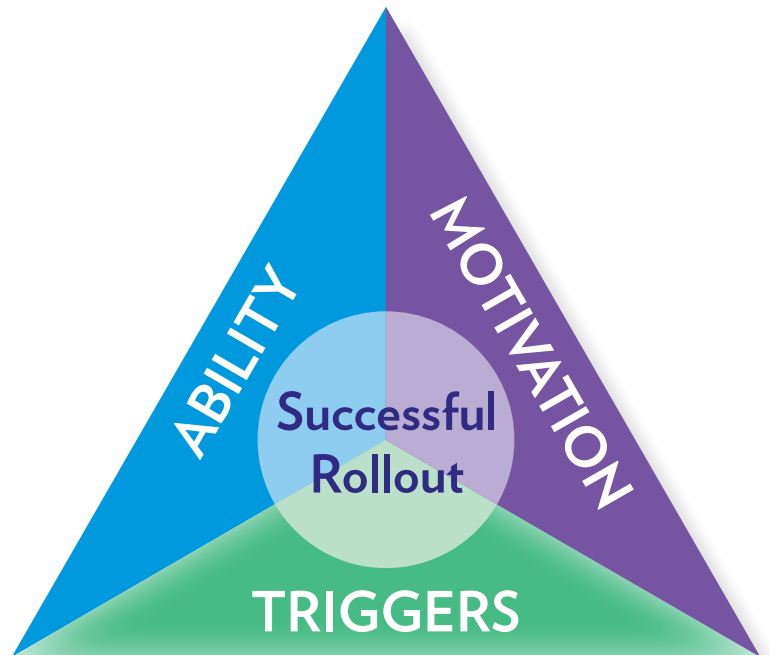
“Tom, thank you for being direct, helping me with a plan, and challenging me to think and act differently”

- Julio C

KEYS TO SUCCESSFUL ROLLOUT

Gaining business results from any project requires a change in behavior from what we are doing now to what we want to do in the future. Social science experts tell us that we need to have three key factors to successfully implement change:

Ability, **Motivation**, and **Triggers**.



Most training programs focus on Ability – what are the key skills that workers need to have to be successful in these new tasks? Most training programs can provide adequate facts about what is needed.

In many cases, organizations also create incentive programs to address the area of Motivation. Why do people want to do this new thing? Why do they want to stop doing the old thing? This is usually addressed – through incentives like bonuses or negative rewards like being forced to sing if you show up to a meeting unprepared.

THE MISSING LINK

One key area of challenge that we see in change processes relates to the concept of Triggers.

What will “trigger” me to begin to remember to use the new skills to achieve the rewards?

We have created a unique system where we address all three areas to amplify your return on investment.

CALL TODAY to get started on your journey!

Why BrightHill Group Programs Are Better Than Traditional “Training”

Our philosophy

We believe that *“Because people matter, we must lead them well.”* After more than 20 years in industry watching people, planning and projects fail far too often, Tom Cooper started BrightHill Group with the mission of helping leaders lead well.

Our approach

Our programs are designed specifically for the adult learner. We combine the best content with interaction, discussion, working sessions and relationship building. This allows everyone to engage and participate, getting the most out of the time invested.

We see change as a process, not an event. Going to a class is one step on the journey. We help you see the path and take the steps to move forward.

Behavioral science-based

Our business is about helping you APPLY new ideas to your workplace. Our approaches, assignments, homework, and coaching is based on the latest research in applied behavioral science - we use the latest developments to help teams hear, understand, believe, and then APPLY these ideas to help them ACHIEVE.

Applied coaching program

Most of the time people think of training as an event. (e.g. I’m going to a class on writing.) Knowledge is not enough - we all “know” we should eat better, lose weight, etc. *It takes a combination of knowledge, motivation to change, and a trigger - a reminder to DO the things that you learned in class.* We help you and your team DO IT through our applied coaching program where we provide ongoing support through coaching calls to help you “road test” these ideas, and we help you as you get started.

Appendix

About BrightHill Group/Tom Cooper

BrightHill Group is a management consulting firm with a focus on leadership as it relates to Project Management, Product Management, Software Development, Software Integration and Technology implementation. We help leaders get more from their teams.

The Problem:

All too often the expert or best technical resource becomes the leader. Unfortunately the skills needed to be an excellent technical resource are not the same skills needed to be a great leader.

This is compounded by the fact that most technical experts invest a huge amount in developing amazing technical skills or subject matter expertise, but almost no time understanding the keys to leading and motivating others.

This leads to

- Unhappy technical leaders - they are working in an area where they are not skilled, and it's very frustrating
- Unhappy team members - Being led by a boss who is not great at leading is demotivating and attacks employee engagement
- Poor team performance - A poorly engaged team simply cannot deliver effectively
- Unhappy senior leadership teams - their teams are not performing - leading to schedule delays, cost overruns and missed opportunities.

The Solution:

The BrightHill Group team works with leaders, team members and technical performers to

- Help them assess the opportunities to improve, with actionable steps to move toward success
- Equip team members with insights and skills in connecting with and influencing others
- Provide tools, practical examples, and coaching to team members to help them overcome challenges and find new ways to engage team members, leading to
- Lower costs, shorter delivery schedules, and happier teams.

Tom Cooper is proud to be a Founding Partner in the John Maxwell Team

The JM team are Coaches, Trainers and Public Speakers certified to use many of John's materials to help our clients.

The JOHN MAXWELL **Team**

About Tom Cooper

For more than 30 years Tom Cooper has been involved in technology, starting with his investment from his first business into his first computer at age 12. He spent many years as a hands-on technologist before rising to formal leadership positions.

Tom's experience in Fortune 500 IT equips him to know what it takes to innovate, integrate and operate large systems. He is gifted in seeing the big picture and is able to communicate strategic vision. Tom is strongly skilled in team development.

To solve real-world business problems Tom developed skills in team building, business process analysis, process automation, innovation, negotiation, communication, relationships, and leadership. I hold certifications in Project Management ([PMP](#)) and Product Management.

Some of the roles Tom has held include:

VP Products – Software Engineering – IT Operations – Business Process Analysis and Automation – IT Service Catalog – IT Service Management – Solution Development – Process Improvement – System Development – Leadership – Identity Management – Enterprise System Integrations – Enterprise System Deployment - and VP of Products for a SaaS vendor focused on Telecom Expense Management.

Tom's experience led him to realize that many times technical professionals are very skilled in their disciplines, but don't make similar investments in understanding "the business of business" or "how people work."

Tom discovered that each of these areas was learnable, and he began to experience success by learning and applying these ideas in his workplace. This discovery and success fueled a passion to share these ideas with leaders and technical professionals everywhere.

That's why Tom founded BrightHill Group, where he brings together team members who share his passion for leadership and strength in technical skills.

