

One-on-One Executive Transition Coaching



Audience

Executives making significant career/job changes

Objective

Navigate change with a design-thinking approach

"I have known Sue for many years and more recently as I changed career direction, she worked directly with me as she listened to my passions and helped me with strategies as to how to develop. Sue is a terrific listener and coach, creative with her ideas, and generous with her time and energy. I feel fortunate to have had her assistance along this journey. —SVP, Sales/Alliances, in Fortune 500 tech company

Description

Individual executive transition coaching provides personal learning, support and advice. Whether you are beginning a new executive role or considering new career options, our approach ensures you receive the support you need to be successful:

1. **Match**—We present the right coach for you based on needs, experience, style, and pace.
2. **Assess/Design**—We provide appropriate tools to help you get crystal clear about your strengths, interests, and ways to be even more effective. (Interview-based Feedback, *Designing Your Life*, *StrengthsFinder*, etc.) Together, we define a plan for getting you where you want to go.
3. **Coach**—We meet with you in-person (or via video conference) weekly or bi-weekly for one hour of confidential, compelling, and action-oriented conversations. We curate relevant materials to your learning style. Every conversation includes strategies, mindsets, tools, skills, and practices for you to apply. Particularly during times of transition, we use [design thinking](#) to help you unlock creativity, options and action in order to pivot to new possibilities.
4. **Evaluate**—We check-in on progress with you and, if needed, any other stakeholders along the way.

Outcomes

- Address long-range strategic issues related to your business and your career.
- Use design thinking to make small shifts and/or large pivots in your future.
- After a deep dive into what's possible, create a career plan with exciting and realistic options.
- Get into action on what's possible in a new career – getting the right insights, meeting the right people, positioning yourself wisely.
- Sharpen existing leadership skills and develop new ones.
- If you're onboarding into a new role, engage with your new team and organization effectively, garnering quick wins while establishing the foundation for long-term success.

Leading-edge Resources

- Dedicated researcher for customized needs
- Deep network of executive contacts for personalized introductions
- *Reference Guide*—a 40-page booklet with numerous leadership resources and tools
- *Leadership Chronicle of a Corporate Sage*—book by Mariposa's CEO, Sue Bethanis
- *WiseTalk*—one-hour monthly teleconference with leadership experts
- *Mariposa Newsletter*—monthly leadership resources
- [mariposaleadership.com](#)—with Executive Guides, *WiseTalk* archives, and a Blog with insights on the latest and most relevant leadership issues

Testimonial

"I found the coaching process helpful in understanding the organization - it accelerated my onboarding, allowing me to contribute faster. My coach had deep insight and was able to neutrally guide me in terms of presenting ideas in ways that would be well received or in successfully mitigating conflict in a way that met everyone's needs. He also helped me come to terms with how this organization operates. I found the coaching so helpful I extended the coaching sessions to help me through a significant organization change. I would not have had the fortitude to complete that important organization change without that support." – VP, Operations, in large non-profit organization

