



# EXECUTIVE COACHING

with Kimberly Kleiman Lee

Kimberly knows that today's leaders have little time and great need to be both effective and efficient at influencing others. Good leaders become great leaders by consistently dedicating time to their own development.

KKL is a pattern studier driven by her own curiosity and your desired outcomes. Although she's a certified executive business coach, her practice leverages a proven and comprehensive set of skills and tools beyond her talent in coaching. She considers herself to be a *performance strategist* who leverages multiple tools and techniques to serve her clients: data, observations, conversation scripts, teaching, case studies and benchmarking, performance psychology, feedback, thought partnership, and a continual stream of learning resources.

With over 20 years at GE, seven of those leading the leadership development team at GE's world-renowned Crotonville, Kimberly coached, taught, provoked and inspired their top leaders, earning her widespread respect throughout the organization and beyond. She has gone on to teach, coach, and advise hundreds of leaders across various industries, around the globe, and is lauded for her integrity, talents, and results. Kimberly is a trusted partner highly skilled at building personal capability and accountability.

Coaching isn't therapy.  
It's product development,  
with you as the product.

*Fast Company Magazine*

## COACHING GOALS (examples):

- Enhance self-awareness
- Build executive presence
- Transition into C-Suite
- Prepare for future role
- Solve problems
- Establish personal brand
- Manage stress
- Effectively communicate
- Demonstrate power and influence
- Resolve conflict
- Navigate change
- Evolve team performance
- Change culture

## TYPICAL ENGAGEMENT WITH KKL:

- 6-month commitment
- 1-2 assessment instruments
- Summarized data report and development plan
- 50-minute scheduled sessions (approx. 2-3 per month)
- Reasonable access via text, email, phone (beyond scheduled sessions)
- 4 hours of independent practice and/or study per month
- 2 touchpoints with Manager and/or HR lead



Contact us today at

[INFO@KIMBERLYKLEIMANLEE.COM](mailto:INFO@KIMBERLYKLEIMANLEE.COM)

“Kimberly quickly gained my trust through her ability to understand different issues and provide the necessary candor to work through them. Kimberly has proven her value many times with her keen ability to understand situations and offer insightful alternative perspectives that have noticeably improved my decision-making.”

Kerry Tingley  
VP Marketing  
Eaton Corporation

“Kimberly establishes trust by embodying authenticity and empathy. She facilitates a process of staving off layers of accumulation bringing clarity, insights, and a certain reckoning. Her observations were precise, and her assessments and feedback showcased her mastery in coaching and mentoring. She played a pivotal role in helping me enhance my leadership effectiveness and evolve into a better leader.”

Nitin Chalke, President & CEO  
India and South Asia  
Schindler

“The impact Kimberly had during an Executive Development program I participated in was so significant that I decided to work with her 1:1. Kimberly enables transformation of both thought and action by masterfully employing proven strategic techniques and tools. She adeptly balances individualistic leadership styles with the needs and the vision of the company so that both are effectively aligned and does so in a very authentic manner.”

Tomasina Bailey  
VP of Engineering & Technology  
Eaton Aerospace

## SIGNATURE PACKAGE

Assessment, Development Plan & Coaching

- 6-month coaching engagement
- 50-min virtual sessions (~2-3 per month)
- Assessment with data summary (instruments TBD)\*
- Development Plan
- Manager and/or HR engagement
- Session summary notes with resources
- Assigned practice and resources
- Reasonable access to KKL between scheduled sessions (emails, text, 10-min phone calls)

## ESSENTIALS PACKAGE

Development Plan & Coaching (assumes data is available)

- 6-month coaching engagement
- 50-min virtual sessions (~2-3 per month)
- Data review, compilation, and insights
- Development Plan
- Manager and/or HR engagement
- Session summary notes with resources
- Assigned practice and resources
- Reasonable access to KKL between scheduled sessions (emails, text, 10-min phone calls)

## RETAINER PACKAGE

Available upon completion of Signature or Essentials package

- Continued access to coaching and support
- Reasonable access to KKL between scheduled sessions (emails, text, 10-min phone calls.)

## ASSESSMENT PACKAGE

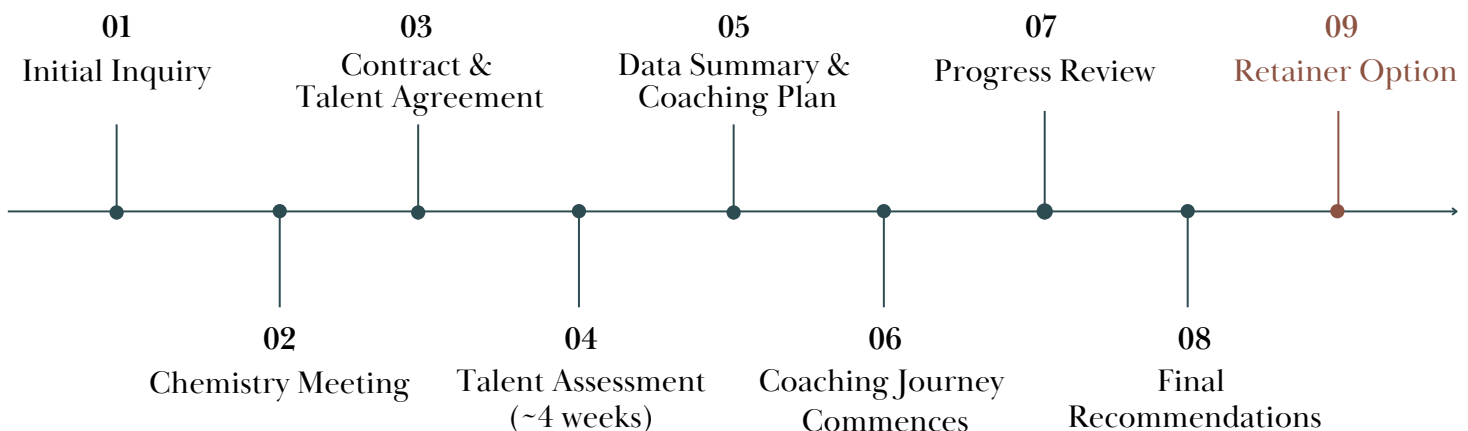
- Assessment with data summary (instruments TBD)\*
- Development Recommendations
- 2 sessions to establish Development Plan

### \*ASSESSMENT OPTIONS

- Custom 360 Executive Assessment
- Hogan™ HPI, HDS, MVPI Assessments
- Table Group™ (Lencioni Team Assessment)
- DISC™ Assessment
- Insights™ (Colors)
- Emergenetics™
- Situational Leadership™
- Custom values alignment assessment
- Additional instruments available upon request

## SIGNATURE PACKAGE

Typical Engagement Process - 7 months



“Kimberly has gone beyond traditional executive coaching - providing data and insights for maximum impact, being supportive while challenging our leaders to focus on what really matters, and enabling growth with curated resources, tools and strategies. Her individualized focus also prepares our leaders to lead through organizational transformation amidst an ever-changing and complex environment.”

Nikki Deskovich, VP Executive Development  
Eaton Corporation

# CONSIDERATIONS WHEN SEARCHING FOR AN EXECUTIVE COACH

## CHEMISTRY:

Kimberly encourages each inquiry to meet with an additional 2-3 coaching consultants to sense expertise, experience, fit, and style. The following questions might help you evaluate and choose the right performance development partner:

1. Do you feel a sense of connection & trust?
2. Does their experience, background, & qualifications instill confidence?
3. Do they have a track record of success?
4. Would my development plan be based on data?
5. Which instruments are they certified to use? How long have they been applying these tools?
6. Will they hold me accountable when needed?
7. Where/how do they learn about human performance?
8. Will their coaching approach and style work for me (temperament, vibe, humor, availability, experience, etc.)?
9. How do they explain the ROI for their service?
10. Will they offer references who can speak on his/her behalf?

### Benefits of Executive Coaching:

70% increase in Individual Performance

50% increase in Team Performance

48% increase in Organizational Performance

*ICF Global Coaching Study, 2023*

## SUCCESS FACTORS:

Kimberly considers personal and professional development to be an active sport. Just as physical fitness requires dedicated time at the gym, honing professional skills requires prioritizing deliberate practice and refinement. Just as a fitness trainer guides you through targeted exercises, pushes you through discomfort, and measures improvement, a qualified executive coach should utilize data-driven insights to provide personalized guidance, strategies, and tools for your performance.

Your success is Kimberly's priority, but remember, the journey begins with your willingness and ability to prioritize and commit to this work... your professional fitness. Consider the following behaviors before contracting with an Executive Coach.

## TALENT:

- Is motivated to and has a sense for the skills and behaviors they want to grow through a structured coaching engagement.
- Takes ownership of and accountability for current career, behaviors, and skill sets.
- Views descriptive and constructive feedback as a path to growth.
- Appreciates the need for vulnerability (“I don’t know”), transparency (“The truth is...”) and trust (“Thank you for working through that with me”) in the coaching partnership.
- Prioritizes scheduled coaching sessions and assignments.
- Proactively engages their coach outside of schedule sessions as successes, failures, or opportunities present themselves.
- Has the support and engagement of their direct manager and HR partner (at a minimum).

## COACH:

- Quickly establishes rapport and demonstrates trustworthiness.
- Seeks 360 data and evidence of the Talent’s current state.
- Designs a coaching plan based on assessment data and development objectives.
- Engages the Talent’s manager and/or HR lead to ensure growth is supported and noticed “on the job.”
- Listens, questions, challenges, offers feedback, explores options, and shares insights and resources.
- Has the courage and instinct to hold the Talent accountable for his/her behaviors and progress.
- Assesses progress and adjusts plans as the Talent meets development objectives.
- Is reasonably available outside of scheduled sessions to support impromptu learning opportunities.