



Marshall Goldsmith
Stakeholder Centered Coaching

Chester Elton

Leadership Growth Progress Review

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Report generated by: Andy Taylor



Chester's Elton's Coaching Results!

From August 2018 to April 2019, Chester Elton completed an eight month Stakeholder Centered Coaching engagement with his coach Andy Taylor. Chester is a NYT best selling author and Co-Founder of the CultureWorks.

Chester was a successful leader that wanted to take his performance to an even higher level.

Based on 360 feedback, Chester identified two leadership goals to work on to become a more effective leader:

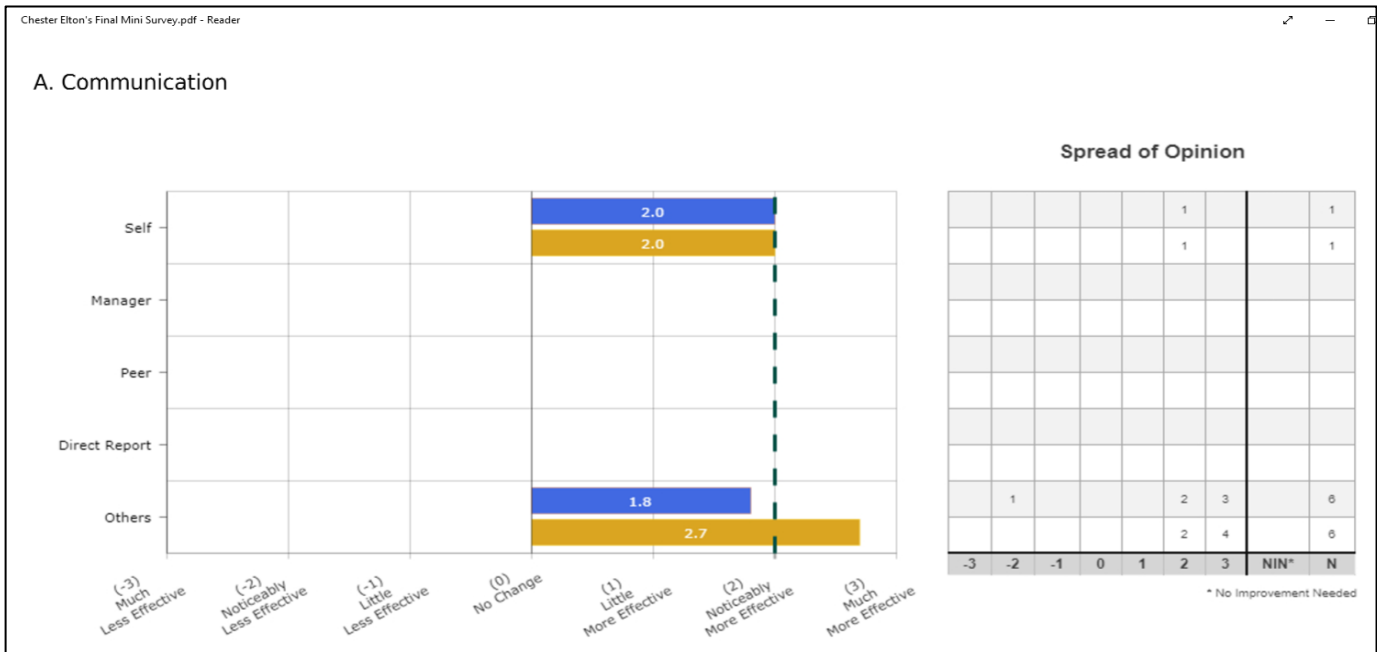
1. Improve Communicaton
2. Enhance Collaboration

This report is an abbreviated version of the original and is based on the input of six stakeholders.

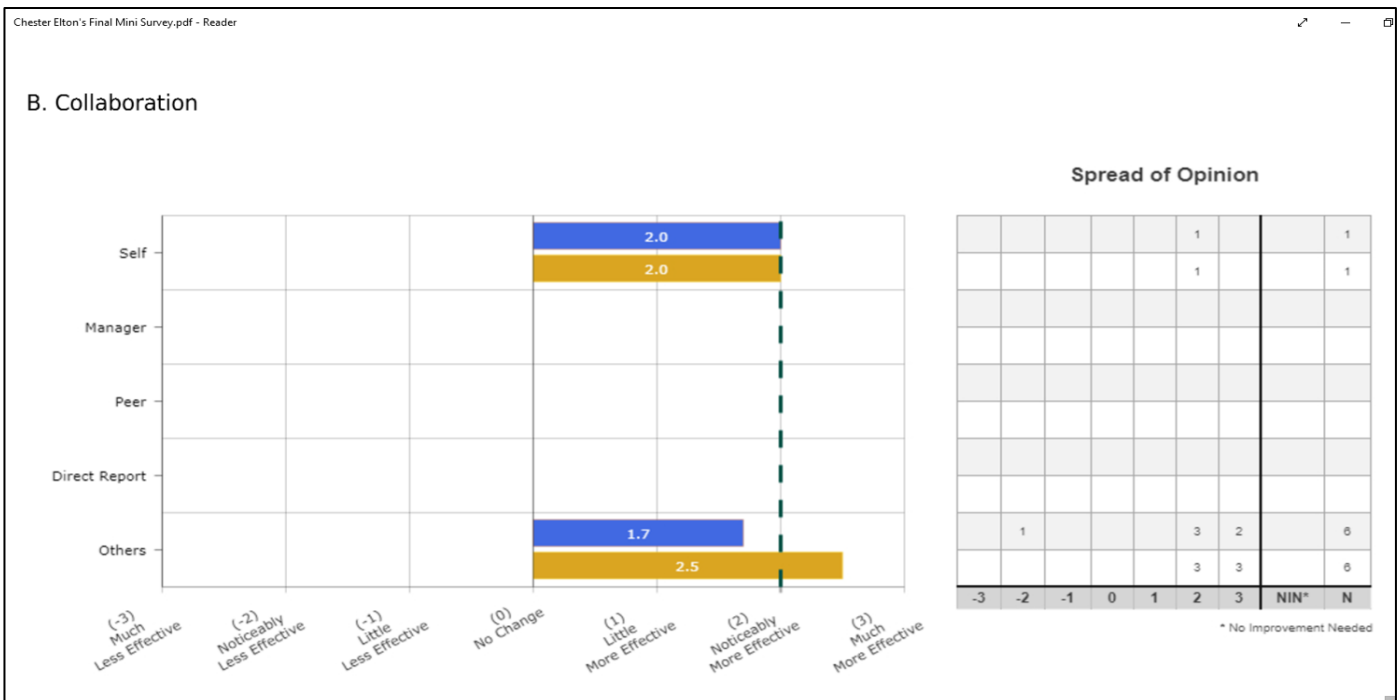
In a nutshell, Chester's results were significant, improved over time, and added real value to Chester and everyone on his leadership team!

The **blue bar graph** below indicates results after four months. The **golden bar graph** indicates results after eight months.

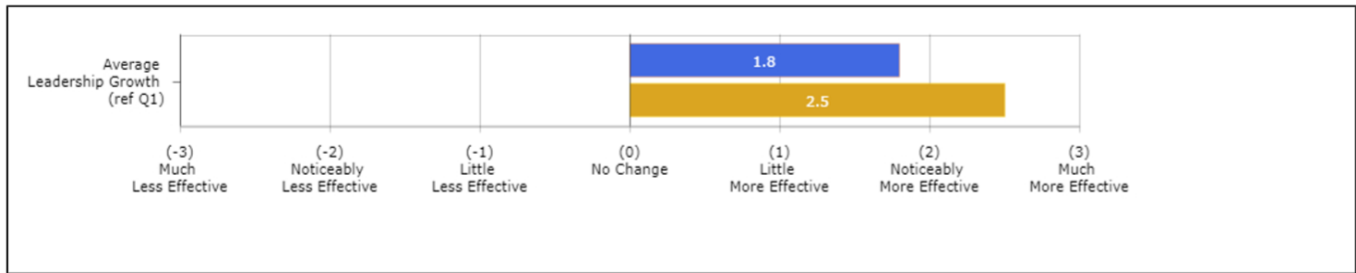
Goal 1: Improve Communicaton



Goal 2: Enhance Collaboration



Overall Leadership Growth



One of Chester's Daily Behavioral Check Lists Incorporating Stakeholder Suggestions

Chester's Daily Behavioral Check List
Week of: August 6th to August 10th

Did I do my best today to execute on the key behaviors below? Put Y for Yes and N for No.

Leadership Growth Areas	M	T	W	Th	Fr	Comments/Learning
Goal 1 - Improve Communication						
Emails and Texts - reread for spelling and grammar errors and make the message clear.	Y	Y	Y	Y	Y	
Give Paul more feedback on monthly newsletter			Y			Good discussion on this month's newsletter and the use of video
Briana - Check in with her 2x this month to better understand her role and how I can support her.						Next week
Goal 2 - Improve Collaboration						
Monday Meetings <u>With</u> Lance – make sure we stick to <u>to</u> them! Take turns listening and then sharing updates and then turn them into a weekly action plan.	Y			Y		We touch base at least twice a week now.
Send out weekly email on who I met this week and how it impacts our business					Y	Will go out Saturday this week
Christy - Follow up with her 1x a week to review our weekly marketing activity reports.			Y		Y	We do this at least twice a week but talk about it every day.

Final Comments from His Stakeholders

What has Chester done over the past eight months to become a more effective leader?

- "He has thoroughly communicated what he has been working on for the speaker side of the business and how it aligns with the training side of the business."
- "Chester has made himself available and approachable by both email, phone and when he has come into town to visit."
- "Team emails were really effective, letting us know what he's up to. Personal calls were the best part."
- "Chester is a rock star! His energy is contagious. I am appreciative of his efforts to improve. His change for good has made me reflect on my contributions, communication and collaboration style."
- "He has created visibility on how he as a partner contributes and has been open to dialogue and questions to move the business forward."
- He's been more careful with his communications, making sure they are grammatically correct and there aren't typos and mis spelling. "
- "It is a joy to work with Chester"
- Chester made a conscious effort with me to collaborate and to make sure we planned, kept in touch and followed up with each other on many different accounts that we were working on together.
- "I appreciate Chester's desire to grow and be better. It encourages me to be better - both with team and clients."

This coaching summary was completed by Andy Taylor, Master Certified Coach, Trainer and part of Marshall's Inner Team of North America.



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Leadership Growth