



Marjorie Steed



Leadership Growth Progress Review

Production Date: 2019-04-08

Report generated by: Andy Taylor

Marjorie Steed's Coaching Results!

From January to December 2016, Marjorie completed a twelve month Stakeholder Centered Coaching engagement with her coach Andy Taylor. Marjorie was Vice President of Operations for CemeCon based in Big Flats, NY.

Marjorie's results added enormous value resulting in her being promoted from VP to CEO!

Based on 360 feedback, Marjorie identified one critical leadership goal to work on: **To Think First Before Acting On Strong Emotions!**

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

Marjorie's Results

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



Leadership Growth Progress Review (mini-survey process) as part of the Stakeholder Centered Coaching Program for the benefit of Marjorie Steed - April 2018

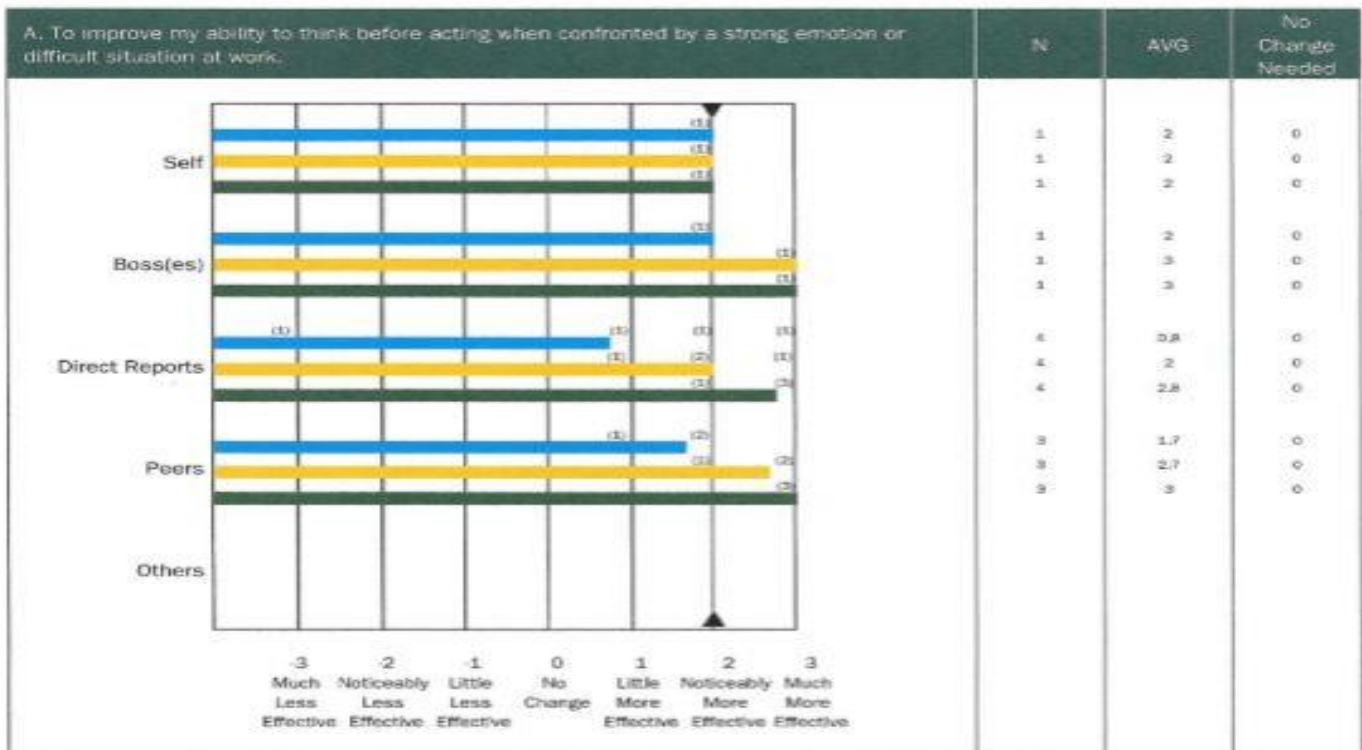


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LGPR #1	April 2015	Covers last 3-4 months prior to LGPR date
LGPR #2	August 2016	Covers last 3-4 months prior to LGPR date
LGPR #3	November 2017	Covers last 12 months prior to LGPR date

1. Over the past 12 months do you believe you have become more (or less) effective in demonstrating the following leadership behaviors (Do not consider environmental factors beyond your control)?



One of Marjorie's Daily Behavioral Checklists with Stakeholder Suggeststions

Leader name: Marjorie S.

For the week starting: Monday, April 18th.

Send the list to your coach at end of each week!

Put N for NO or Y for YES for each day.

Leadership Growth Areas	Did I frequently and appropriately do the following behaviors:	M	T	W	T	F	S	S	Remarks
To think first before acting on strong emotions	Approach people calmer without a sarcastic tone.								
	Continue to step back when frustrated and think before reacting.								
	Begin each staff meeting with a personal greeting.								
	End each day at 5pm with a "good night" to employees as folks leave the building								
	Give genuine praise to employees when they do something positive.								



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Marjorie's Final Feedback

- *"I feel Marjorie has made significant improvements. I have noticed a much friendlier demeanor, more approachable. She takes the time to listen and time to collect how she wants to respond."*
- *"I have seen a tremendous change in Marjorie over this past year... and I now enjoy working with her."*
- *"I believe that Marjorie has made significant progress in controlling her responses to personnel on the production floor. She has demonstrated that in even chaotic situations she can control her frustrations and discuss them in private settings rather than on the production floor."*

- *“She has been much better at being positive and give feedback in a constructive manner.”*
- *“Marjorie has gained control of her emotions in many different ways during difficult situations. I really enjoy the fact that when we encounter a critical problem we can focus on a solution as a team.”*
- *She has made a big effort to ensure that she is including members of her team in her decision process. I think watching her go through this process has be a learning experience for the rest of the team as well. She also has begun to rely on other team members for support and not take the burden of certain projects herself.*
- *Marjorie smiles more and is more confident in her role at CemeCon.*

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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