



Executive Coaching and Leadership Development

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Ted Willey & Associates offers a full range of customized executive coaching services. Dr. Ted Willey, President, is a seasoned coach and advisor with extensive practical experience assisting senior managers and executives with their personal and professional development.

With a doctorate in Education and Executive Leadership Development, Dr. Willey brings a combination of knowledge and awareness of the most current leadership theories, research, and practice to each of his clients.

What is Executive Coaching?

Executive coaching involves a one-on-one relationship between the executive and coach. In this development process, the executive and coach forge a partnership based on trust and understanding. This direct relationship between executive and coach offers leaders the opportunity to think freely outside many of the normal constraints found with in-house meetings and planning sessions. Dr. Willey challenges executives to develop innovative solutions to long-standing challenges. This results in the opportunity for executives to align their own management practices with innovative processes of development.

The Executive Coaching Process

The coaching process includes identification of:

- organizational obstacles impeding development
- critical priorities for personal growth
- methods of exercising organizational development
- methods to sustain continuous influence

Results

Executives receive feedback from their coach based on a variety of assessment tools. From this feedback, the coach works with each executive to create specific development plans. As ongoing mentor, the coach effectively delivers complex, sensitive feedback in a safe and supportive environment.

When working with a coach, executives discover their blind spots while enhancing their leadership skills. Since most leaders have mastered the intellectual aspects of their field, coaching offers an opportunity to refine the interpersonal skills necessary to expand their emotional intelligence.

Related Services

Ted Willey & Associates also offers executive coaching programs designed to assist organizations in developing internal coaching systems. These programs assist a core group of leaders in becoming more effective mentors to their front-line managers and staff. Coaching programs can also be designed more formally with executives participating in one-on-one and group level assessment and development. Activities include problem solving and action learning. Through these processes, executives enhance their skills as coaches and advisors to their colleagues.

The coaching services provided by Ted Willey & Associates offer leaders the opportunity to focus on their own development in a neutral and challenging atmosphere. The coaching process itself enables executives to achieve their full potential as leaders through the enhancement of existing strengths and the development of unrecognized talents.

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A division of The Training Company, Inc.



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Ted Willey is founder and president of Ted Willey & Associates, an internationally recognized firm whose mission is to provide organizational assessment and leadership development services to organizations and their members. He is also principal of The Training Company, Inc., a recognized training and seminar production organization. Through consulting and leadership development programs, Dr. Willey offers opportunities for organizations and their leaders to strategically design and achieve the highest level of performance while aligning action with critical aspects of organizational culture. His vast corporate experience includes directing successful business organizations in the development of their people practices, and assisting them to improve their performance.

Dr. Willey is an experienced practitioner in the fields of leadership and organizational development. He works with organizations and their leaders to implement technological changes, quality improvement programs, organizational design, leadership development strategies, and competency assessments. He also assists professionals one-on-one in the development of the critical skill sets necessary for future leaders.

Dr. Willey's areas of expertise include:

Leadership Development Programs

*Leadership Competency Analysis
and Development Planning*

Executive Coaching

*Organizational Diagnosis and
Change Implementation*

Transformational Leadership

Human Resource Strategic Planning Processes

Building Organizational Culture

Ted Willey is an accomplished facilitator, professional speaker, and the award winning author of The Power of Choice: A Guide to Personal and Professional Self-Management. As a corporate executive, innovative leader, creative thinker, and leading edge business entrepreneur, he shares experiences that are instructive and enlightening. His *Total Responsibility Management* concept has been incorporated into the change efforts of many organizations including:

Southwest Airlines • Westin Hotels

Catholic Health Initiatives • Lifetime Television

Radisson Hotel Corporation

US West • KeyBank Corporation

Marriott Corporation • First Bank Corporation

Blue Cross and Blue Shield • Loews Hotels

Union Pacific Corporation

Dr. Willey holds a doctorate degree in Education and Executive Leadership Development from The George Washington University. He is a member of The Academy of Management, The Society for Industrial and Organizational Psychology, The Human Resource Planning Society, and the National Speakers Association. In addition, he serves as an adjunct faculty member in the Graduate School of Management at Regis University. He is currently working on a new book on accountability and its impact on leadership in the twenty-first century.

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