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Karlin Sloan & Company Overview

Karlin Sloan & Company is a premier provider of leadership development programs for Fortune 500 companies and emerging entrepreneurial organizations. We have a proven track record of expertise in large-scale leadership development and executive coaching programs within major multinational organizations. Our customized programs have resulted in achievement of individual goals as well as significant business results.

We help organizations to:

- Successfully onboard new executives through our “first 90 days” program,
- Develop resilience to deal with constant change through training, coaching, and team facilitation,
- Facilitate powerful executive team results through our executive team alignment process,
- Evaluate and develop the next level of leadership through succession planning and high potential leader development programs,
- Cultivate powerful teams that achieve business goals through teambuilding,
- Provide confidential, focused executive coaching for high-potential and senior leaders,
- Grow powerful interpersonal effectiveness through emotional intelligence assessment and training, and
- Develop internal coaching programs staffed by OD/HR team members.

We believe each individual is responsible for being a role model – for “being the change” they wish to see in the world.

Karlin Sloan & Company executive coaches and consultants are a diverse group of professionals who bring with them life and business wisdom that is unique and vast – our collective experience and wisdom provides the freedom to do what’s right for your company’s specific situation.

Like our approach, our programs are unique and customized to address your specific needs. KS&C is known for our ability to manage and staff large scale executive coaching engagements worldwide, and to provide unique, customized leadership development programs, which inspire and motivate leaders to connect to their greatest talents and perform with flexibility, ease, and heightened self awareness. What follows in this capabilities brochure are frameworks that help us to create the right solutions for you.

Our core programs create the foundation for Effective, Enduring, and Fulfilled Leadership, and receive rave reviews from our clients who see measurable, sustainable results for their organizations.

For more information on Karlin Sloan & Company, please visit our website at www.karlinsloan.com, or call us at 312-242-1801. We look forward to speaking with you.

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Executive Coaching

We are watching a drastic shift in the corporate landscape, particularly when it comes to leadership development. The days of traditional training are gone. As the needs of organizations rapidly change, coaching has reached a level of unprecedented popularity. The need for leaders with the ability to motivate and inspire the next generation, to wield increased emotional intelligence, to exercise strategic agility, to apply innovative thinking, and to leverage their unique, individual strengths have pushed coaching to the forefront. No other leadership development intervention is as individualized or as effective. While the popularity of executive coaching grows, the number of experienced, well trained, proficient practitioners is limited.

Karlin Sloan & Company has a proven track record in large-scale executive coaching programs at major multinational organizations. Our coaches are experienced and diverse in their backgrounds and skills, and our proprietary matching process ensures we find the best-fit coaches for individuals and their organizational context. What bonds us together is our philosophy of focusing on organizational and individual strengths, and our commitment to following a clear process of contracting, managing, and leveraging coaching results.

Our coaching process has been developed over fourteen years of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on best practice of executive coaching as defined by the May 2003 Corporate Leadership Council study “Maximizing Returns on Professional Executive Coaching”. A trained program manager acts as a “Master Coach” and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit. When there are more than six coachees in the program, the program manager delivers regular themes reports to key stakeholders for added value to the organization.

We have the capacity to source coaches across the globe, and currently have KS&C affiliates in the United States, Mexico, Canada, the United Kingdom, France, Spain, Germany, Switzerland, China, Vietnam, Singapore, India, and Australia.

Program Results

- Heightened awareness of leadership strengths, competencies, and attitudes.
- Individualized assessment and feedback that gets at what others don't tell them.
- Enhanced emotional intelligence and leadership aptitude.
- Private, confidential goal setting and evaluation with someone who will push for performance.
- Ideas to help them and their organization excel.
- Increased effectiveness, endurance, and fulfillment on the job.

Common Uses of Executive Coaching

- Cross-cultural dexterity/adapting to a new culture.
- Influencing up, down, and across the organization.
- Managing challenging teams or teams in transition.
- Creating new strategies, visions, directions, and goals.
- Taking on a new role or opportunity within an organization.
- Re-connecting to purpose and inspiration.
- Integrating new tools, approaches, or learnings from training.
- Learning new competencies, skills, or leveraging the strengths they already have.

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Customized Leadership and Management Development Programs

Sometimes an existing solution does not fit an organizations needs. We recognize this and are happy to design a custom program to address the existing needs of an organization. We bring a wide range of experience within our consultant network to design the perfect solution for you and your company.

Karlin Sloan & Company's expert consulting team will take organizational strengths and challenges and collaborate with in-house resources to create the most appropriate program. Customized management and leadership programs draw from our broad range of experience in:

- Appreciative inquiry and positive leadership
- Coaching and coach training
- Communication
- Conflict resolution
- Decision-making
- Delegation
- Delivering performance feedback
- Disarming difficult behavior
- Emotional Intelligence
- Innovation
- Inquiry
- Leadership presence
- Managing meetings
- Organization development
- Performance and talent management
- Strategic planning facilitation
- Stress management/resilience
- Teamwork
- Thinking styles and communication

Program Results

- Address specific organizational issues programmatically.
- Train and develop top-tier talent.
- Engage multiple levels of the organization.
- Alignment of training and development programs to organizational goals and strategies.
- Leverage the best in your brain trust.
- Use in-house resources to deliver off-the-shelf or custom-designed content via train-the-trainer and licensing programs.

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The Resilience Project

In Every Challenge There Lies Opportunity...

We all face challenges when called to leadership; from the personal (my spouse lost their job, I'm covering roles that no longer exist, I need to focus on getting my best self back), to the team (we've reorganized and people aren't clear about their roles anymore, people are working hard and demoralized because our stock price is down, absenteeism is hurting our productivity), to the organization (we're downsizing, we've been acquired, we're having to shift priorities during tough times, or even we're growing and haven't seen this volume before).

Karlin Sloan & Company is offering a series of powerful workshops for individual leaders and for teams based on the most up-to-date research available on what enables us to bounce back, and even thrive, during rapid change and challenge.

Leading Through Challenge: The Art of Resilience

This half-day workshop for senior executives focuses specifically on individual leadership, and how to cultivate our own resilience in order to lead most effectively during challenging times.

Leading Through Challenge: The Art of Resilience Part II

Part two of our Leading Through Challenge program for senior executives addresses leading teams and building organizational resilience. This half-day working session requires participants to have completed the initial half-day program for leaders, and to bring their own challenges to work with during the session.

Resilient Teams: Cultivating "Bounce Back"

This half-day team session assists intact workgroups in tapping their greatest strengths, focusing on the basics, and getting back to peak performance. Also available in two half-day sessions including the Graham-Sloan Resilience Questionnaire™.

Group Coaching: The Art of Resilience

We have created a six-week intensive small group coaching process for leaders and managers at all levels, based on cutting edge research in psychology, organizational change and neuroscience. The program begins with the Graham-Sloan Resilience Questionnaire™, an assessment designed by acclaimed leadership development experts Alan Graham, Ph.D. and Karlin Sloan, which identifies specific resilience attributes and assists the individual to plan for their development. Participants join a small group of peers to explore and develop specific resilience attributes, and to plan for specific team interventions that will enhance performance throughout the organization.

To join The Resilience Project and bring these programs to your organization, please contact us at clientrelations@karlinsloan.com. We welcome your comments, questions, and participation.

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Leading a Resilient Organization

Facilitative Sessions to Develop Individual and Organizational Resilience.

It's not what happens to you, it's how you respond to what's happened to you.

Resilient leaders are those who adapt, change, and take challenges as opportunities to re-invent themselves. Resilient organizations are the same. Our customized resilience programs are geared toward developing both individual and organizational “bounce-back”.

In the current economy, leaders are challenged across all kinds of businesses to help their teams to prevail despite uncertainty. Leading a resilient organization takes courage, focus, and the ability to engage followers in following a purposeful path that may change in an instant. Joining The Resilience Project helps leaders to:

- Endure in a sometimes hostile business environment,
- Adapt to new or uncertain circumstances,
- Develop self awareness and enhance resilience attributes, and
- Look at the lemons of present circumstances and see lemonade.

Program Results:

- Connection to individual resilience attributes that help us lead through stressful times or rapid change.
- Strategies for shifting team mood and performance.
- Focus on recent research in positive psychology that if leveraged can change the way we communicate and conceive of reality.
- Respond quickly to challenge from a place of strength and confidence.
- Participants walk away with three or more practical tools to use immediately on their own or with their teams.

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Internal Coach Training for HR and OD Professionals

Since 2002 Karlin Sloan & Company has conducted a practical immersion into executive coaching for HR and OD professionals to rave reviews. Often contracting with external providers is too expensive an option for lower levels in the organization. In order to create consistent, programmatic ways to address this challenge, we have designed an internal coach training program that includes a one-week certification, consultation on program implementation, and follow up small group supervision by our Master Coaches.

The intensive presents a new perspective on leadership development, on corporate culture, and on each participant's own unique strengths. We invite participants to share their own experiences, questions and case studies.

Core Program Components:

- Fundamental coaching skills, including individual self-evaluation
- The colorful art of questioning and listening
- The Coaching Life Cycle
- Coaching between sessions – assignments to sustain learning and change
- Key leadership styles and associated assessment tools
- Ethics – choices between right and right
- Best practices – coaching in the corporate realm

Effective Tools and Takeaways:

- Pre-work and communication package to confirm expectations
- Measurement & Assessment Toolkit for pre and post coaching
- Technique Matrix as a “Just in Time” reference guide for using various coaching techniques throughout the coaching life cycle
- Effective right-brain exercises for tapping your clients' creativity
- Best practices in coaching program management and implementation
- An understanding of coaching from multiple perspectives; coach, coachee, internal coach and external consultant
- Dialog and share coaching experiences with senior practitioners

Program Results

- Affordable, consistent development efforts at lower levels in the organization.
- Practical coaching tools and strategies that can be replicated across the organization.
- Quality control based on experienced Master Coach supervision.
- Hours can be used toward International Coach Federation coaching accreditation.

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The Executive Team Alignment Series

The Executive Team Alignment process is a customized, facilitated series of sessions devoted to cultivating peak performance in executive leadership teams. Decisions are made faster and more efficiently; execution becomes simpler and more efficient. Goals are achieved quickly and excellence is possible. Factions and silos are removed and the group experiences the benefits of functioning with one mind, rather than splitting apart and working against the organization's best interests.

The purpose of the series is to realize the potential powers of an executive team and its capacity to be fully aligned with the future vision of the organization, ultimately creating the foundation for successful implementation of any large change. An executive team ought to be the driving force of strategy in a company. Our Executive Team Alignment program helps CEOs reenergize their executive team members to collectively see the possibility of a compelling future vision, to identify the right roadmap to get them there, and to align with their fellow executives while committing to each other's success throughout the process.

In our 4-day (over 3 months) Executive Team Alignment Process (ETAP), we facilitate an awareness and understanding among leadership teams about their potential as a true governing executive team. We address the needs of the CEO and the need for alignment and commitment among all members of the executive leadership team. We focus on incorporating the need to have a fresh, creative, and compelling future for the organization with the needs of each executive team member. ETAP acts as the launch pad for executives to co-define and fully own a compelling possible future for their organization. Through our process, the leadership team becomes aware of its vision, owns the vision, and identifies the right roadmaps to succeed. Following the initial executive alignment process, the executive team is then prepared and committed to build its path to a better future.

Program Results

- Alignment and agreement with respect to roles and responsibilities.
- Alignment and agreement regarding purpose, vision and values.
- Time taken to understand each other's strengths and when to leverage them.
- Eliminates fighting and turf wars.
- Faster decision making.
- High-performance executive team success.
- Creates a foundation for success among the executive team for achieving a strategy or any organization-wide initiative.
- Has the executives create a high-level implementation plan that takes into account all of the critical pillars for successful change.
- Builds the organizational capability to establish this foundation for success.
- Acknowledges and respects the untapped leadership of an executive team.
- Team members commit to each other's success.
- Develops the executives into a powerful and aligned team with the capability of sustaining alignment.
- Generates a compelling vision of the future that has the executive team's full commitment.

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Smarter, Faster, Better Leadership Development Program

Designed from the book of the same name: *Smarter, Faster, Better - Strategies for Effective, Enduring, and Fulfilled Leadership*, this program is based on the culmination of our founder's 15 years of research and practice in the cutting edge of leadership wisdom, providing a unique combination of facilitated sessions and one-on-one coaching, resulting in performance that lasts.

The future is here, and companies worldwide are facing some very real opportunities and threats. What are our world's largest, most powerful organizations concerned about? There is a shrinking pool of top leadership talent available to draw from. Our leaders are burned out, stressed, and confronted with a level of complexity we've never seen before. There's a need for new leadership skills and styles as new generations enter the workforce, and organizations are gearing up for flexible, adaptive, strategic thinking at the executive level and throughout the organization. What will your organizational leaders be focusing on in the next five years? Rising oil prices/increasing energy demands? Ecosystem degradation/resource depletion? Dealing with new cultures in emerging markets? Instant access to information globally? Rapidly changing market conditions?

In order for our organizations to survive and thrive, we need to galvanize our leadership skills, capacities, and attributes into effective action. Collaboration, "coopetition", innovation, flexibility, and individual commitment are the key. How ready are you to lead your organization into a positive future?

Available as 3 month, 6 month, or year-long programs for senior and high-potential leaders in corporations that depend upon a strong leadership pipeline. Great leadership in these times depends upon mastering three paradoxical realities:

The Smarter Paradox - To be smarter leaders, we need to let go of being the expert, and start tapping the smarts around us, making great decisions based on the information available, and focusing on what's working well already for us to build upon.

The Faster Paradox - To be faster leaders, we need to slow ourselves down, build our personal resilience, and prepare ourselves and our organizations for the long-term.

The Better Paradox - To be better leaders, we must master the concept of being better with versus better than. Personal competitive advantage will only get us so far..now it's time to focus on "we" instead of "me".

What leaders take away from the Smarter, Faster, Better program:

- Heightened awareness of your own leadership strengths, competencies, and attitudes.
- Strategies to engage your organization and improve performance across the board.
- Practices to make your work, your life, and your organization more sustainable over time.
- Time to reflect on your role and your impact on colleagues, customers, and the world at large.
- Ideas to help you and your organization increase the bottom line through practices and programs that contribute to the greater good.
- Customizable modules that address real issues in your organization through the "Smarter, Faster, Better" lens.

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Executive Women's Coaching Practice

Karlin Sloan & Company has recently launched a community of practice devoted to the advancement of women executives. Despite equal pay for equal work being enacted into law in 1963, women still make an average of 77 cents on the dollar. Despite being over 50% of the US population, women represent only 3% of Fortune 500 CEO positions, and only 15.7% of senior executive positions in those same organizations.

Our mission for our Executive Women's Coaching Practice is to help women in leadership levels to be effective, enduring, and fulfilled in their lives and work, and to advance women in corporate leadership to senior levels.

Through facilitated affinity group sessions, one-on-one coaching, and supervised mentoring programs our Executive Women's Coaching Practice helps women in leadership to tap their unique strengths, to envision and plan a positive future, and to address any challenges or blocks to achievement.

Program Results:

- Attract, retain, develop, and advance valuable female leaders.
- Empower women in leadership to proactively market their achievements within the organization.
- Conduct provocative, lively discussion on addressing the specific needs of women in leadership.
- Expand necessary skills such as assertiveness, influence, and leadership presence.
- Create a network of women advocating for women within the organization.
- Creating effective individual plans for development and achievement of goals, both personal and professional.

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Organizational Diagnostics

Karlin Sloan & Company provides a new and different take on organizational diagnostics. Instead of digging for problems, we look for what's working, what's positive, and what we can leverage to make your organization better, and then find any blocks or resistance to a positive future.

Knowledge is power. Knowing what's working and what's stopping the best in your organization is critical to the long-term health, success, and sustainability of your business. Organizational Diagnostics offer a qualitative perspective on a company, division, or department's "current state," by incorporating challenges, trepidations, and emerging wishes that exist among its employees. Diagnostics are highly effective in organizational transitions such as mergers, reorganizations, new manager on-boarding, strategic planning, and strategy implementations.

Intake meetings with the CEO, department head, or corporate sponsor are necessary to gain insight on the history and internal dynamics, as well as management's intentions and expectations surrounding the process. Confidential one-on-one interviews are conducted with a select number of employees to gain a comprehensive perspective across levels, disciplines, and geographic locations. Data is collected, results are analyzed, and a comprehensive themes report, providing findings, recommendations, and next steps is presented to management. An in-person Executive Management Debrief follows with coaching on effective strategies to communicate the report findings and its highlights to the greater employee population.

Program Results

- Provides management with an accurate view of the company, division, or department's "current state" including views on: communication, culture, infrastructure, management, morale, and employee engagement.
- Outlines recommendations for short and long-term planning for an improved "future state".
- Equips management with a communication vehicle to address some key organizational and personnel issues.
- Promotes good-will and best intentions.

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Qualitative and Quantitative Assessment for Individuals and Teams

Many executives live in “feedback poor” environments in which they don’t get accurate information about the perceptions of others. 360° assessment can provide a window into how performance and behavior are perceived and experienced by colleagues, direct reports, customers, and management.

At Karlin Sloan & Company we believe that assessment doesn’t have to be a painful process, and that we must start by looking at strengths and how we use and overuse those strengths, and then look at the gap between the positive desired state and the current reality.

We provide both qualitative assessment options such as assessment centers, online simulation, and stakeholder interviews, as well as quantitative 360° assessments that measure leadership core competencies and emotional intelligence.

Two tools we use frequently are the Lominger Voices 360°, and the GENOS Emotional Intelligence 360°, both highly regarded and well researched tools that lend themselves to robust development planning and actionable results.

We also have the capacity to provide additional assessments, and have certified practitioners available to administer tools for development, selection, fit, psychological type, leadership styles, thinking styles, communication styles, decision making, conflict styles, and many others.

Program Results

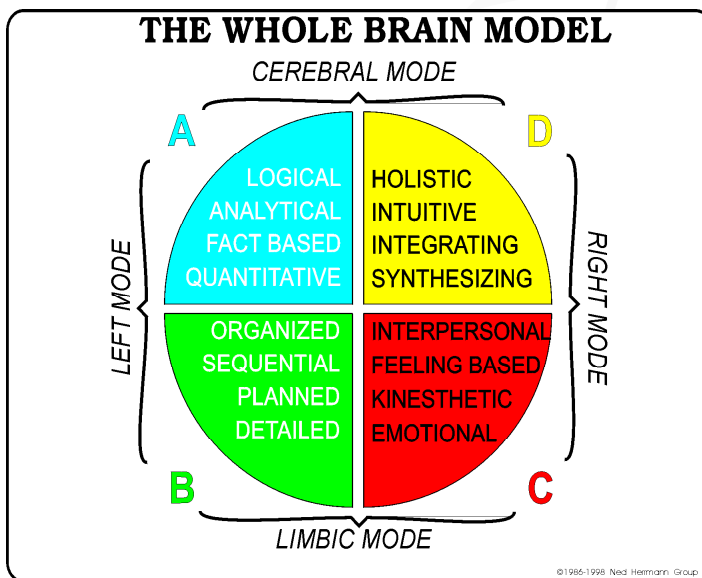
- A deeper level of self-awareness for executive team members.
- Executives integrate individual feedback in a safe, confidential structure outside of the performance review process.
- Executive team develops new strengths and addresses challenges with real data.
- Clear group profile of leadership styles and how they impact relationships in the team and with customers.

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Teambuilding with the HBDI

Think Different!

Many of us associate the word diversity with ethnicity and culture, when really it refers to the valuable differences in every living organism. Every ecosystem is dependent on diversity to function well, and a corporate team is no exception. Research has shown that high functioning teams have a combination of four diverse thinking styles that enable great performance. Our Whole-Brain thinking workshop is fun, experiential, action-packed and gets rave reviews from our clients. From audiences of 12 to 1200, this workshop is flexible enough to adapt to any size group. Lead facilitators are certified in the Hermann Brain Dominance Instrument, and participants get individual copies of their assessment - a snapshot of their brain dominance.



Program Results

- Excellence in communication.
- Awareness and respect for differences.
- Shared teambuilding experience and common language.
- Greater efficiency in working together.
- Increased ability to leverage group strengths and address challenges.
- Opportunity to focus on specific areas of team development.
- Increased and enhanced versatility in leadership or management styles.

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Karlin Sloan & Company Success Stories

We hope to have the opportunity to help your organization achieve excellent results as we have helped others. The following testimonials are examples of what happens when we partner with our clients. We welcome your questions, comments, and inquiries and look forward to speaking with you about your organization. - Karlin Sloan, CEO, Karlin Sloan & Company

Karlin Sloan & Company's key point of differentiation is that it has highly, highly qualified consultants who are exceptional at what they do. I have been very satisfied. My experience working with my coach has been fantastic. She cares enough to tell me what I need to hear, not what I want to hear. My organization has benefited tremendously from my work with her. A big part of my mission when I became president a year ago was to transform this organization as a business, as well as the people side. Morale was low, and profits were down 40%. My coach helped me to focus on the right things and to engage people. In one year's time, profitability is up 60%, net sales are up 14%. People engagement, according to our global measure, improved 50% in nine months. I couldn't have done this without her. In the past, I would have tried to do this "myself." I would have figured out the issues, and told people what to do. My coach got me to understand that it's not enough to tell people. It may take longer but it's more effective when they come to the conclusions themselves because they will own them and become actively engaged in the solution -- a big win. This is a company that I would recommend to anyone at any level. - **President, Business Unit, Multinational Consumer Products Company**

We work with Karlin Sloan & Company as our single source for all of our coaching needs and I have been really pleased in working with them. They have helped us to retain key leaders and to help them to be more effective. We are in a "high heat" situation, with lots of things going on. I feel confidence that there's a consistent process in place, high-quality coaching and flexibility in finding the right fit for an individual leader. Furthermore there's a consistency when we have a need for creating and facilitating offsites or strategy sessions. There's an ease in working with them and I value how well they understand my industry, how well they listen and how we can build upon one another's ideas to create a solution. - **Executive Vice President, Human Resources, Global Consulting Firm**

Working with Karlin Sloan & Company has been a very powerful experience. It has made an important impact on my organization and me personally. The firm partnered with us to develop and implement a leadership development program that has been extremely successful. As a result of this program, our retention has remained high, we have improved our success in acquiring new talent, and our individual leaders have been developed to take on much larger, more complex responsibilities, as they've improved the ability to avoid burnout and bring in new talent. We are in a very, very fast-paced, rapidly changing business. We operate at warp-speed. Our leaders now have the tools to handle this change on a personal level, and have become closer to the issues as they bubble up in their organizations. Karlin Sloan immediately understood what we needed, respected our approach and what we felt we did not need, and worked with us to leverage our strengths, skills, talent and company culture. What sets Karlin Sloan & Company apart from other executive coaching and consulting firms is the very, very customer-centric focus. They take more of a business versus an HR approach. They understand the business goals, and operate to support us in achieving them individually and organizationally. I have valued Karlin's ability to identify and anticipate our needs and present a solution that positively impacts the business now and in the future. - **Director of Leadership Development, Multinational Media Firm**

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Success Stories, continued:

My Karlin Sloan & Company coach is helping me to turn what seems to be a daunting transition into a fun journey of growth and development. She has a real talent for providing whatever support you need in the moment - from a voice of reason to an unwavering advocate; or a bird on your shoulder telling you not to get so bogged down that you forget to have fun along the way! - **HR Executive, Pepsico**

Karlin Sloan & Company are unique. They first listen and then prepare a response to your needs. There are no pre-packaged shortcuts. If you are willing to listen and respond in kind, the results will be amazing and swift. - **M.S., Rodale Publishing**

Our Karlin Sloan & Company team coach brings a unique way to focus a team on what their core capabilities are, and how to apply those capabilities against actionable objectives. They are terrific motivators and spark productive debate. They use professional brainstorming and group dynamic techniques to uncover issues in the group that wouldn't have been uncovered otherwise. Without them, our mission-critical meeting would not have been successful. - **Senior Vice President, Mediavest**

As senior executives in one of the largest companies in the world, our group is responsible for creating the future and driving this industry forward. Karlin Sloan & Company has made sure we have a level of excellence, focus, and resilience in our team that will help make leading the future of the internet possible. - **CO, Media Executive**

We engaged Karlin Sloan & Company in 2004 as our global coaching provider. We chose KS&C because of their depth of expertise in media in addition to their strong reputation. We have found that KS&C coaches clearly understand our industry and agency, and that KS&C as a company has a unique level of professionalism and excellence that most coaching organizations do not possess. The positive response to executive coaching and KS&C as our strategic partner has been overwhelming. Coaching program participants are actively working with their coaches to change behaviors, better communicate among their peers and across the agency and have a sense of greater job satisfaction. As one of the participants myself, I can attest to the positive coaching experience and desired results. It is a pleasure working with KS&C and also to recommend them. - **VP, LBW Leadership & Organization Development, Leo Burnett Worldwide**