



Executive Coaching & Mentoring PROGRAM

Renée Giarrusso: Leadership and Communications Expert



Coaching and mentoring thousands of executives and teams over the last 15 years we find that many encounter the need to:

- Focus on self & team at a deeper level
- Take the time to invest in their individual growth
- Enhance leadership and communication skills
- Increase their self confidence and ability
- Manage self to manage time effectively
- Identify motivators & strengths as the linchpin underlying the development & practice of work competencies & satisfaction in role
- Make dedicated time to focus on being even more effective in role
- Map out a clear succession plan
- Skills focus: Listening, coaching, presenting, sales capability, leadership, strategic agility etc
- Accelerate progress and direction in role and business
- Improve results to maximise performance
- Increase team engagement and motivation
- Build broader strategic thinking and vision
- Ability to build a strength based team

Coaching and mentoring can assist the coachee in communicating better in order to face business challenges as a team and on an individual level with peers and up line.

Management and leadership competencies are looked at and coached upon, and could include things such as: communication, achievement of objectives, negotiation, rapport building, vision, teaming, delegation etc.

Techniques and tools are used and put into place to overcome business and team challenges and objectives are tailored to the individual being coached.

Individuals are to be coached one on one, with clear success outcomes and objectives established at the start of the program.

Recent ICF studies concluded that 70% of people undertaking executive coaching had an improvement in work performance and 51% with improvement in team effectiveness.



Executive Coaching can:

- Enhance leadership and communication skills
- Enhance team dynamics and collaboration
- Building stronger internal /external relationships
- Increase targeted capability and skill
- Strengthen self leadership
- Focus on specific skills and behaviours
- Create self awareness to grow

Professional coaching, if done well, can increase overall effectiveness by up to 18%.

- 2006 ICF study

We find by shifting your mindset and applying new ways of thinking and tools during sessions we elevate many executives from below the line, in the above model, to above the line where they become leaders of teams and leaders of leaders and industry.

In the Limitless leader model above the journey is outlined and the impact that is made at each stage with behaviours and choices that go along with each one.

To go from a 'manager' mindset to a 'leader' mindset takes skill, will and energy and more than just drive, ambition and some smarts. It all starts with self leadership and making a choice to lead. To create Limitless Leadership, leadership that never ends or stops growing and evolving, we need to look on the inside first and make a decision to commit, learn, unlearn and learn again. True commitment, effective communication and deep connection is vital.



At RG Dynamics we have a brilliant panel of coaches and mentors we have worked with for over 11 years. This creates diversity of perspectives and scalability to build momentum within your organisation. All coaches will be aligned in the approach and objectives of the program and all coaches are ICF credentialed including lead coach Renée Giarrusso who has held an ACC Coaching credential for 9 years and has coached and mentored over 3000 executives to date.

Having a coach collaborate with you on your success involves 1:1 monthly sessions between the coach and coachee with phone and email support in between sessions to ensure momentum and accountability.

Establish Program Outcomes

During 1st session coach to discuss with coachee key program objectives & outcomes
Map out program and approach

Coaching Sessions

6/12 x coaching sessions
3-4 weeks apart
iWAM profiling tool will be used in session 3
Strengthscope profile introduced in session 6

Development Pathway

Plan and succession pathway established
Continuation of coaching program or periodic sessions in place

A staged approach to ensure success of the program

A PROGRAM TO SUIT YOU

Gold program

- **6 sessions**
- **6 x 1:1** Executive coaching & mentoring sessions
- Sessions taken over **6 month period**
- Phone and email support in between all sessions
- **Full iWAM profile** and entire report suite and debrief

Platinum Program

- **12 sessions**
- **12 x 1:1** Executive coaching sessions
- Sessions taken over a **12 month period**
- Phone and email support in between all sessions
- **Full iWAM profile** and entire report suite and debrief
- **Full Strengthscope Profile**, entire report suite and debrief

COACHING MODES:

FACE TO FACE

PHONE

SKYPE

RENÉE GIARRUSSO



It's rare that you come across standout talent like Renée. I was in awe of Renée's ability to command a room and get people on board with ideas on easy to use coaching and leadership models. Her energy and passion was so inspiring and engaging. Talk about motivating. As a trainer, coach, mentor, leader and facilitator Renée earns my highest recommendation

Rachel – GM JLL

Renée is a highly energetic and engaging presenter, facilitator and coach who demonstrates passion for her subject matter. She will work in your business to embed tools and practices to build capability and strengthen organisational performance. Renée's style is polished but down to earth, she is adaptable and highly organised. I would thoroughly recommend Renée to work with and add value to your business.

Karen L – Head of People & Culture GS1

"Renée has coached and mentored me for the last 6 months. She has helped me to grow and develop into a true self leaders. Team leader and strategic thinker. Renée's book was a great companion to my coaching and I highly recommend the read"

Wendy Garth-Senior Category Manager Warner Bros Australia

Renée Giarrusso is an accomplished speaker, author, facilitator, trainer and coach who works with leaders, organisations and teams to level up in areas such as communication, leadership and motivational mapping. She founded RG Dynamics 11 years ago after and with over 18 years experience as a leader and working with leaders she has worked across 24 industries including Telecommunications, Fast Moving Consumer Goods, Professional services, Consumer Durables, Government (job services), automotive, electronics and many more.

She is obsessed with working with individuals and their teams to fulfil their potential which results in increased performance and success. She passionately helps individuals achieve their goals and believes everyone is limitless in their ability to achieve. Her expertise in growing and developing capability and behavioural change around leadership, communication, coaching, presentation skills and sales effectiveness leave her clients inspired, re-energised and with improved results.

Renée's clients appreciate her flair and passion and commitment to getting results. Along with her highly developed skills in the area of learning reinforcement back on the job, she has the experience and understanding of what it takes to lead a high performing team.

Renée has recently published her first book "Limitless Leadership".

Contact us for more information at

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