

# Let our professional coaches empower you to become your best

Research shows that professional coaching is critical to helping both individuals and teams reach their maximum potential, which leads to greater employee engagement, productivity, career mobility and retention. Professional coaches help organizations achieve this by:



## Department of Defense (DoD)

A DoD Executive Management Program Office needed help providing Executive Coaching to their civilian Senior Executive Service (SES) cadre. Team Cynuria quickly assembled a bench of 13 highly-qualified and industry-certified Executive Coaches to provide up to 12 hours of individual support per SES. Cynuria developed and implemented a process for matching Executive Coaches and SESs, tracking the progress of each session, and collecting actionable feedback to improve future coaching engagements. During FY20, Cynuria provided over 250 coaching hours to 30 SES leaders.

## Private Industry Client

A start-up with an innovative approach to helping attorneys on the Partnership track needed to provide professional coaching services for their clients. They required industry-certified coaches with the unique understanding of law firm culture and career progression. Cynuria Consulting leveraged our deep bench of coach talent and expertise to both finetune the professional coaching component of their business development training program as well as meet the company's growing demand for coaching services.

## Contact Us

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*Connect. Inspire. Transform.*

★ Providing a deep toolkit of techniques and exercises that help coachees take ownership over improving their productivity and positivity through **actionable goals**.

★ Increasing **diversity, equity, and inclusion** in the workplace by encouraging and supporting coachees to explore assumptions, limiting beliefs, or interpretations that are impeding positive team.

★ Helping coachees adopt a lifelong mindset of **accountability** to themselves, their goals, and their team.

★ Creating a **safe environment** for coachees to express themselves, their frustrations, aspirations, and general observations, while helping coachees see situations from alternate perspectives.

## Our Approach

Coaching is unlike training or teambuilding in that it recognizes that change occurs over time. Cynuria's approach to Coaching aligns with the leading industry practices in that our coaches work with individuals and teams for a minimum of three months, supporting and facilitating change efforts to create new habits that cannot happen during one-off teambuilding or training exercises. Our Coaches focus on the individual needs and support targeted interventions that generate the sustainable change in employees that leads to increased productivity and retention.

## Meet Our Experts

Our Coaches have decades of experience building leaders in Civilian Agencies, the Department of Defense, and commercial industry. They have earned one or more industry certifications, such as the International Coach Federation (ICF), Professional Excellence in Coaching (iPEC), and Executive Certificate in Leadership Coaching from Georgetown University to name only a few.

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