



## Case Study on Coaching

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**Challenge:** Coaching a senior leader and team of 6 to align team goals, develop agile leadership, engage empathetically with team but also maintain resilience in tough times. Developed strengths, minimized weaknesses and engaged empathetically and managed-up intentionally.

**Term:** The term of the engagement involved weekly sessions with the senior leader, and quarterly sessions with team members, and individuals as desired.

**Outcomes:**

1. Debt Reduction
2. Title IX athletic equities
3. Improved facilities management
4. Increased enrollment and net revenue
5. Developed enrollment partnerships
6. Improved HR management
7. Strategically improved budget allocations
8. Reduced liability for student complaints
9. Managed up to board and committee chairs responsibly
10. Became President's trusted advisor
11. 100% Staff retention