

EXIDEEO

Consulting

Coaching & Leadership Development



Coaching & Development

Our Approach

SYNERGISTIC: We create a working partnership that allows the coach to be a catalyst for change and individual development.

PRAGMATIC: As psychologists, we understand the nature of change better than anyone, and we also understand the realities of today's workplace.

RESULTS ORIENTED: We focus on achieving accelerated *and lasting* results that make a significant difference in all facets of our client's life - personal and professional.

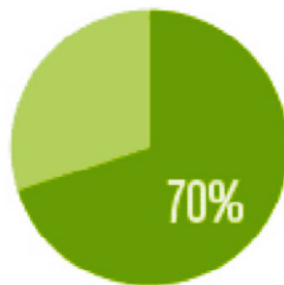
Effective Uses of Coaching

- Onboarding a new employee or leader
- Leadership and Executive Development
- Creating virtual, high-performing teams
- Performance enhancement

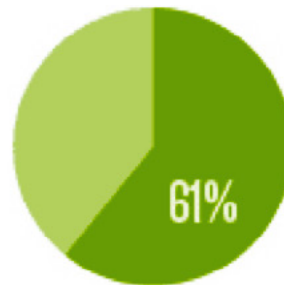
Benefits of Using a Coach

Increased Productivity

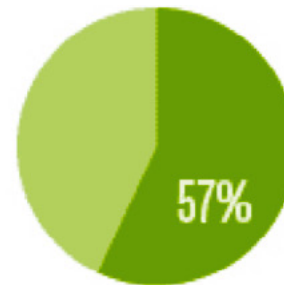
Professional coaching maximizes potential and, therefore, unlocks latent sources of productivity.



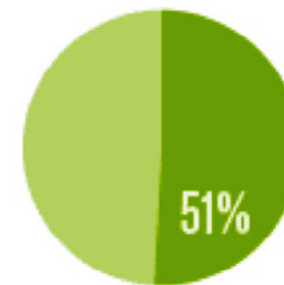
Improved
Work
Performance



Improved
Business
Management



Improved
Time
Management

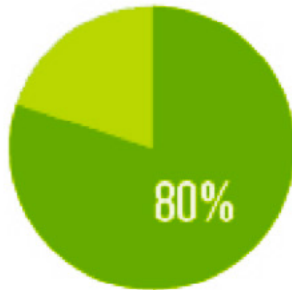


Improved
Team
Effectiveness

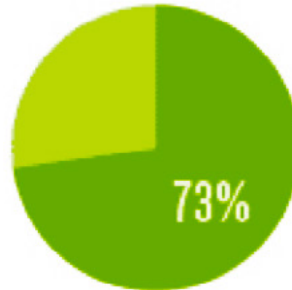
Benefits of Using a Coach

Positive People

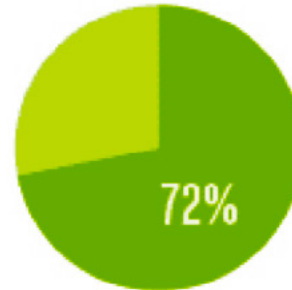
Building the self-confidence of employees to face challenges is critical in meeting organizational demands.



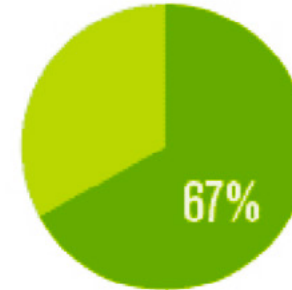
Improved
Self
Confidence



Improved
Relationships



Improved
Communication
Skills



Improved
Life/Work
Balance

Return on Investment

Coaching generates learning and clarity for forward action with a commitment to measurable outcomes. The vast majority of companies (86%) say they at least made their investment back.



Coaching Process

Coaching sessions available in three formats

- Face-to-Face
- By Telephone
- Via the Web

Frequency

- Every two weeks, for 60-90 minutes, to accelerate progress and maintain momentum.
- Coaching engagements usually last from 6-12 months.





Dora Summers-Ewing, Ph.D, MBA
Managing Partner

Business Psychologist
OD/HR Consultant
Executive Coach
Assessment & Development
College Professor
Community Volunteer

Dr. Summers-Ewing specializes in working with individuals, teams and organizations facing significant change, growth, or development opportunities. She is currently the Managing Partner of EXIDEO, a consulting firm dedicated to ensuring their clients have the optimum talent to meet their short and long-term needs. With over 20+ years of experience, her industry expertise is broad and diverse and has spanned across four continents. She has worked with clients in High Tech, Professional Services, Retail, Healthcare, Financial Services, Energy, and Hospitality enterprises.

A well-known authority on leadership issues, she is a frequent speaker at international conferences on Executive and High Potential Talent development, Change Management, and Organizational Development. Prior to joining EXIDEO, Dora was a corporate learning officer for a Fortune 500 company, where she designed and implemented enterprise-wide programs to address Leadership Development, Succession Planning, Employee Engagement and Talent Management needs.

In addition, Dora spent 13+ years as a consulting psychologist for two global management consulting firms where she partnered with clients to translate their strategic challenges into desired results, both as a consultant and coach. Earlier in her career, she was the Director of two academic departments (University Career Center and Women's Leadership Program) and an editorial board member for the Journal of Career Development. Today, she continues as an adjunct professor teaching Organizational Leadership, Resource Management and Psychology.

Locally, she has served on the Board of Directors of Executive Service Corps, the Alzheimer's Association of Western WA and two regional Humane Societies. Currently, she is a Board member of Leadership Kitsap. Time permitting, she still volunteers as a pro bono consultant for 501 Commons, which provides management consulting services to improve the effectiveness of nonprofit organizations.

Dr. Summers-Ewing is a licensed psychologist and earned her Ph.D in Counseling Psychology. She also has Masters' degrees in Business Administration and Psychology.

Types of Coaching

Benefits of Coaching

Onboarding

- Ensures the effective integration and rapid assimilation of new or emerging leaders
- 90-120 Day **Fast Track** Program

Leadership Development

- Develops key skills & professional competencies
- Increases EQ & Self Awareness
- Develops the Capacity for Change
- Prepares Individuals for the Next Level Promotion

Performance

- Sharpens Focus of Activity on leveraging one's strengths and delivering critical results

Team

- Focuses on Enhancing the Effectiveness of High-performing Teams
- Redefines Roles and Responsibilities
- Aligns Team around Common Goals and Deliverables
- Ensures Cohesion & Consistency

Career — Life Balance

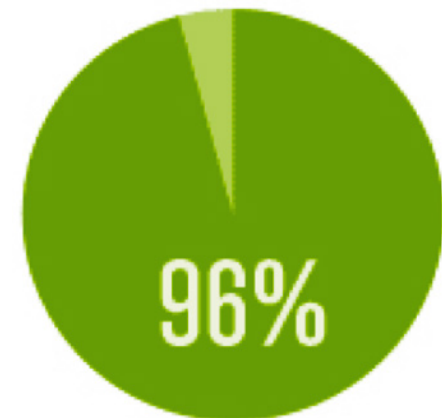
- Balances Work & Personal Goals
- Focuses Career Development

SOMEWHAT or VERY SATISFIED
with overall experience



Satisfied Clients

Virtually all companies and individuals who hire a coach are satisfied.



Would REPEAT Process

Dora Summers-Ewing Ph.D. M.B.A.

Managing Partner &
Business Psychologist

206.842.5032

www.ExIdeoConsulting.com

I invite you to discuss your
coaching and development goals
in a free consultation session!

