

Executive Coaching Success

ENSYNAME

Coaching Services

December 2025



Introduction to the Intervention

This presentation highlights the value of our Executive Coaching Service for improving leadership effectiveness and organizational performance.

Finance Director

Role and Challenges

L.V., the Finance Director of a mid-sized industrial company, was recommended to us for executive coaching despite his consistently high performance.

The objective was twofold:

(a) strengthening prioritization in a demanding environment, and
(b) improving communication with colleagues from other specialties, as his messages and intentions were not always clearly understood.

Being a few years before retirement, he also carried the responsibility of ensuring stability, supporting his team's growth and preserving institutional knowledge.

A **10-session executive coaching programme** was agreed, designed to improve clarity, communication, alignment and overall leadership presence.



Coaching Intervention Overview



Goal-focused coaching techniques for sharper prioritization.



Real-time communication practice, including live simulations and targeted feedback.



Self-awareness tools, supporting alignment between personal values, professional purpose and organisational expectations.



Perspective – shifting approaches, strengthening empathy and reducing misunderstandings between departments.



Succession – oriented leadership work, reinforcing his role in preparing the next generation of leaders.



Clear leadership strategy aligned to his Team's identity and specific challenges and needs.

Addressing Values Misalignment

Discovery

Identifying misalignment of core values through reflective discussions and assessments of impact on himself, his Team and the Organization.



Resolution

Implementing a identity-oriented and values-driven realignment process to manage internal and external conflicts and develop a functional (re)alignment strategy for the future.



Results and Impact

Productivity gains achieved

10% increase

Clearer priorities and streamlined action reduced operational friction.

15%

improvement in team
autonomy

His team demonstrated stronger ownership, efficiency and confidence.



Engagement Boost

30% increase

Improved communication and a more supportive leadership stance enhanced team climate and stability.

20%
reduction

in turnover rates

Tensions were reduced, accelerating workflows and decreasing daily stress.



Reframing of professional purpose

Immeasurable

L.V. reconnected with a meaningful and realistic vision for his final career phase, gaining relief, clarity and renewed motivation.

Immeasurable

Protection of
psychosomatic wellbeing

Lower stress and improved emotional regulation supported a more stable work-life balance.

This also reduced the risk of extended absences due to overload — an important organisational benefit, especially in senior roles.

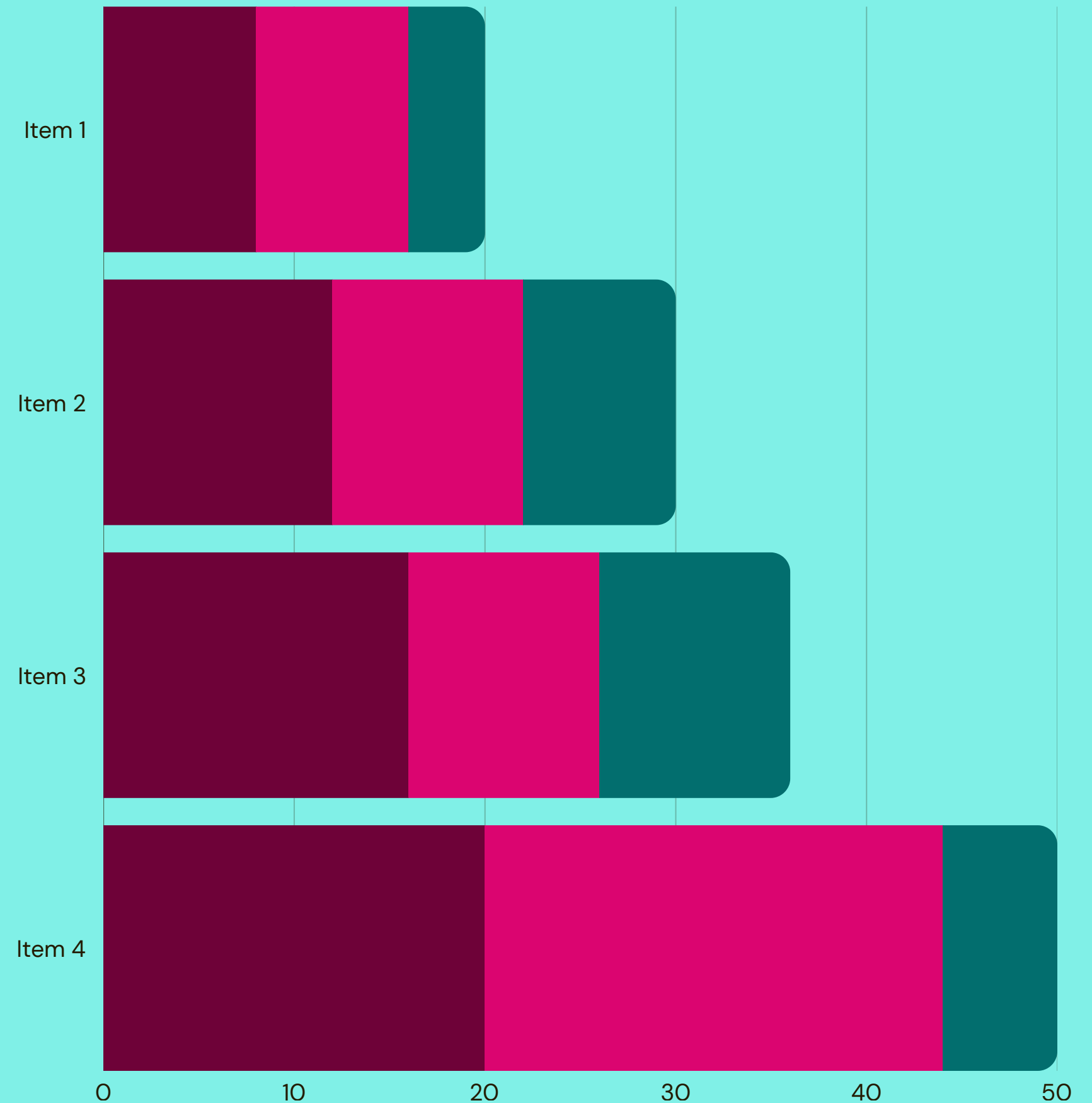


ROI and Organisational Benefits

12-Month ROI Projection

966%

*Calculated based on salary, productivity gain, team & collaboration benefits, reduction in operational disruptions and prevention of potential absence – related costs.



Conclusion

Our service enabled L.V. to navigate a pivotal professional stage with clarity, renewed purpose and enhanced leadership capacity.

The organisation benefited from smoother collaboration, stronger team performance and a more stable operational environment, outcomes that extend well beyond our coaching engagement.



Thank You!



For inquiries, reach out at info@coachingendyname.com or [visit our website](#).