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The Leets Consortium
*A Global Leader in Talent Development
 and Leadership Coaching*

The Leets Consortium (TLC) is a global leader in talent development and leadership coaching. For more than two decades, TLC has offered the high quality work, best practices and successful outcomes you expect combined with the geographic reach, flexibility, value proposition and personalized service you need.

WHY COACHING?

As today's leaders navigate the rapidly changing business landscape and its challenges, it is more important than ever they maximize their organizational effectiveness by enhancing their strategic thinking, leadership presence, collaboration, influencing and communication skills and relationships with both colleagues and clients...while developing high performance teams and future leaders.

McKinsey studies conclude that coaching, combined with performance feedback, is among the most meaningful drivers of development. Further, the **Corporate Leadership Council** found executives ranked "executive coaching" ahead of any other formal development program.

"Never before have I witnessed such drastic positive transformation in character and management style, as I did when Peter coached a senior executive in our organization."

VP Global Leadership & Development, Disney Consumer Products



Peter Leets coaching one-on-one

PROMISES VS RESULTS

No surprise the coaching industry has exploded in response! People everywhere can easily enter this popular field and introduce themselves as "coaches": life, retirement, spiritual, financial, networking, relationship and more.

Talent development experts must evaluate this diverse group of resources to find the very narrow segment of qualified corporate coaches to support their business leaders. Even then, there can be mixed results. The **War for Talent** survey respondents evaluated only 35% of the coaching they received as good-to-excellent.

The Leets Consortium's coaching and client service teams effectively manage all coaching engagement variables to achieve the established coaching objectives in **95% of coaching engagements (as evaluated by TLC clients)**.

"Working with The Leets Consortium has been a very positive experience. Not only do we see meaningful career results in executives, we experience the highest level of professionalism from Peter and his team. TLC is truly a first class organization."

VP Human Resources, Allergan

SO... HOW DOES TLC DO IT?

EXPERIENCED in your industry and disciplines, at many leadership levels, with resources *where YOU are* ... ready to meet your needs.

PASSIONATE about successful coaching outcomes, TLC has a unique and highly effective methodology for attracting the best coaches, maintaining consistency and standards for every coaching engagement, communicating with coaches and clients often and managing the entire process seamlessly...everywhere!

TLC's **TALENTED** global team of coaches continually expands to offer the best coach available in each geographic area. All have been coaching corporate leaders for more than a decade. Their credentials include operational business experience (often at the executive level), advanced degrees, coaching and assessment certifications, impressive client lists and testimonials demonstrating their coaching expertise and successful outcomes. The richness of our coach's diversity offers the opportunity to align with all client requirements and preferences.

"The Leets Consortium and their excellent staff of professional coaches are a critical part of our Talent Development Team."

VP Talent Development, Molina Healthcare, Inc.



Jen Buck
TLC Coach and Facilitator

PERSONALIZED service from TLC's owners, Anne and Peter Leets, offers unique insight and perspective to clients and coaches across all corporate engagements.

QUALITY is assured by the TLC Client Services team, led by Chris Baker, ensuring all engagements *stay on track*. TLC's goal is to make YOUR job easier by ensuring the entire process runs smoothly, is *client focused* and meets your specific needs.

COMMUNICATION about the engagement's progress is done through regular *progress calls* with key stakeholders, monthly reports and tailored to client needs.



Anne and Peter Leets

"Kudos to Peter and The Leets Consortium for their approach to executive coaching. They are very well organized and follow a rigorous process. They keep everyone informed throughout engagement with regular milestones and 'check ins.'"

Senior Director, OD, Mattel

OPPORTUNITIES for leaders to improve their organizational effectiveness are identified through *interview style* 360 assessments. Once leaders embrace the specific, compelling and behavior-based feedback, they can utilize their strengths while adjusting behaviors to remove obstacles and grasp opportunities. Other assessments may also be employed (with your approval) depending on the coach's recommendation.

ACTION plans are established and approved by executive sponsors to provide a detailed pathway to successful outcomes. The plans are centered on specificity, measurability and completion dates. Benchmarks are included to evaluate results and outcomes.

SUSTAINABILITY is supported by embedding change. As developmental action plan objectives are achieved, TLC coaches provide methodologies specifically targeted at sustaining changed and learned behaviors...while providing follow-up conversations to ensure long term success.

"The numerous leaders you've worked with will now begin a new chapter with our company. Because of your leadership and guidance, we are all better equipped to move forward."

VP Human Resources, Jenny Craig Inc.



The Leets Consortium

OUR MISSION STATEMENT

EVERY DECISION WE MAKE, EVERYTHING WE DO, AND EVERYONE ON OUR TEAM IS GUIDED BY OUR VALUES. They are not posted on our walls or on cards in our wallets, rather they are present, at all times, in our minds and in our hearts:

- Be guided, at all times, by uncompromised integrity
- Provide excellent, client focused service, exceeding expectations
- Innovate and improve how we meet the need of our clients
- DEMONSTRATE...don't declare
- Communicate clearly, immediately and with great consideration
- Support and give back to our community with our involvement in:



Chris Baker
Vice President, Client Services



THANK YOU FOR CONSIDERING THE LEETS CONSORTIUM!

We are ready to serve your global talent development and leadership coaching needs.

Our focus is on **YOU** and the **SUCCESSFUL OUTCOMES** that have become The Leets Consortium "trademark."

Client Testimonials

One of our core values is “demonstrate, don’t declare.” With that in mind, these client experiences illustrate our passion for exceeding your expectations:

“The Leets Consortium proved extremely valuable with their services in the area of executive coaching. Never before have I witnessed such drastic positive transformation in character and management style, as I did when Peter began coaching a senior level executive in our organization. The proof came not from my perspective but from the overwhelming positive qualitative responses received by me from many individuals two or three layers under the executive. Not only was Peter successful in helping to create change in the person, but he was also great in keeping key stakeholders informed and involved in the process. Top notch execution backed up with top notch customer service!”

SVP, Global Leadership & Organizational Development, Disney Consumer Products

“I wanted you to know how satisfied I am with the consulting engagement! I have seen our coachee flourish under Kathy’s coaching. She has a no nonsense way about her that is refreshing and she is quite adept at getting to the heart of a situation. Kathy is also flexible and adapts her style to the particular situation at hand. We have established a robust communication and check in process which allows for candid conversations among the three of us. I have been so pleased with the partnership that I asked Kathy to coach one additional member of my team. I wanted to express my sincere appreciation and let you know how satisfied I am.”

VP, Corporate Responsibility, Toyota Motor Sales, U.S.A.

“I have enjoyed working with Anne, Peter and their team at The Leets Consortium (“TLC”) for many years. TLC truly understands our firm’s needs and has exceeded every professional goal we have set for them. We have experienced wonderful coaching outcomes working with TLC in our offices around the globe. As an added bonus, TLC’s culture aligns nicely with our firm’s long history of charitable commitments and community service. Peter Leets, serves in numerous charitable and community services. In addition, TLC donates hundreds of wheelchairs for people in need around the world through the Free Wheelchair Mission. It is always a pleasure working with TLC and I recommend The Leets Consortium unconditionally.”

Director of Professional Development, O’Melveny & Myers LLPs

“The Leets Consortium team provided ConAgra Foods with excellent service during a large coaching assignment. From beginning to end, Peter provided a comprehensive, timely process to ensure we were getting our multiple needs met. Peter was a true partner along each step of the process – such as developing a project strategy and calendar, making coach selection recommendations, coaching the most senior sales executive, ensuring meaningful development plans were in place, and finally, ensuring appropriate follow-up and closure occurred. Peter’s depth of experience in executive development, as well as his calm demeanor and attention to detail, made this project a real success.”

Director, Talent Acquisition & Development, ConAgra Foods

“The Leets Consortium, and their excellent staff of professional coaches, are a critical part of our Talent Development team. They know our business, our culture, and our challenges. They provide coaching and support that align with the needs of our company and our leaders, yielding a positive, measureable impact on the behaviors of those who have participated in the TLC Coaching Program across the country.”

VP, Learning and Talent Development, Molina Healthcare Inc.

As part of our leadership development initiatives, KMA engaged Peter Leets and his team in various coaching engagements over the last several years. Peter’s previous background in sales and marketing allows him to effectively connect with coaching participants as he understands the business environment, dynamic venue that these professionals work in day-to-day and can apply sound coaching principles that are appropriate for our executives. Organizations looking to employ coaching in conjunction with their overall leadership development initiatives would be well served with an engagement with Peter Leets and his team at The Leets Consortium.”

Director, Corporate HR, Kia Motors America Inc.

“We have been actively engaged with The Leets Consortium for well over seven years now on a variety of coaching opportunities, and I must say that the outcomes with our leaders has been excellent. TLC’s staff has been exemplary in their ability to develop a focused, well thought out coaching agenda and deliver positive results. Their professionalism, technique, and positive perspective has resulted in bringing our leadership to a new and better level.”

SVP, CHRO, Corinthian Colleges, Inc.

“It is a pleasure working with The Leets Consortium. They always take time to listen and understand the development needs of our leaders. The TLC team is open to feedback and we have seen much success with their executive coaching services.”

SVP Human Resources, MGM Resorts International



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