



Inherent Journey Executive Coaching Information

When is executive coaching most useful?

Inherent Journey has coached hundreds of executives and rising leaders in Singapore and Silicon Valley. An optimal period to receive coaching is when executives and rising leaders are at inflection points in their careers. You need to grow in skills, competencies and confidence to make a successful transition. Receiving top-notch support to make this transition is beneficial both for the company, and for the individual.

Executives and rising leaders

We coach executives and rising leaders in 3-month intervals. Scenarios supported include:

- Growing into a role: Taking on larger portfolios and teams
- Effectively responding to feedback from senior management or clients
- Effectively responding to major life changes that can influence work performance
- Embarking on new career directions and opportunities
- Supporting leaders and their companies in smooth transition out of roles

From our experience, at least 3 months of coaching provides momentum to learn and implement new skills and competencies. After 3 months, coachees and employers have the option to renew on a 3-month basis.

- Overall goal setting for professional, personal and team growth.
- Six one-on-one, one-hour coaching sessions, spaced two weeks apart with flexibility.
- Email exchange with a 48-hour response time. This enables continual support in between coaching sessions. Tactical issues are tackled over email such as preparing for crucial conversations, brainstorming pathways and getting feedback on proposed communications.

The cost of the 3-month individual coaching package is USD\$3,000. We work with different payment models:

- Fully employer-sponsored
- Co-payment between individual and employer
- Paid out of pocket by individual

“Working with Karen was like Marie-Kondoing my mind - increasing the ratio of signal to noise, cutting through complexity and focusing me on the most important things. I look forward to it every time.” - *CEO, Series A Tech Company, Singapore*

“Coaching with Karen was an optimal blend of feeling understood and being equipped to move forward.” - *VP, Real Estate Industry, Los Angeles*

“Karen gave incisive comments on my proposed communications through our email exchanges in between sessions. I learned to communicate with my team and leaders much more clearly and effectively, and also avoided saying things I would regret later.” - *Senior Director, Public Biotechnology Company, San Francisco*

Team coaching

CEOs and HR teams have brought us onboard for 3-6 months to support leadership teams in transition. We have coached each leadership member individually, aligned the leadership team strategically through executive retreats, mediated difficult conversations and elephants in the room, and supported leadership teams in launching alignment exercises e.g. Objectives and Key Results.

As each leadership teams' needs are bespoke, we price this based on conversations and scoping with the CEO/key leader.

More feedback from coachees

“Coaching with Karen was an optimal blend of feeling understood and being equipped to move forward.” - *Jeremy L, VP, Real Estate Industry, Los Angeles*

“Executive coaching gave me certainty and direction to lead authentically.” - *Danny H, Director, Non Profit, San Francisco*

“I have been running operations in tech for the last 15 years. Had some massive health issues that emerged from stopping listening to my body and grinding at work in unhealthy situations. I just (one hour ago) got an incredible job offer that is going to really change life for me and my family, and Karen - your support and guidance were absolutely critical in getting out of the shame and isolation and parting ways with my prior company.” -- *Amanda O, VP Operations, Media Tech Company*

“What you taught me in our coaching sessions continues to have a huge impact on my life. One thing I feel is a sense of calmness – there’s been a breaking down of the boundary between what’s in my comfort zone and outside of it, and there’s the lightweight sense of being able to move seamlessly between the zones. There are often

zero watertight reasons to not at least try. That has manifested in my recent career decisions and will impact my future decisions as well." - *Zach C, Senior Technology Leader*

From employers:

"Karen's deep industry and global experience made her a top pick to coach our leadership team. She instinctively understood the operating dynamics and gave incisive, practical support to our leaders. As CEO, having Karen at my side gave me tremendous leverage" - *CEO, Technology Industry, Singapore*

"Tensions were running high in our team, and cross-functional leads were pulling in opposite directions. She brought psychological safety by making each person feel valued and bringing each voice, then pulled us together to focus on the most important things." - *COO, Series B Healthcare Start-up, San Francisco*

"You can trust the Inherent team to be 100% on your side. They won't just tell you what to do. They'll put the right conversations, meetings and infrastructure in place so that it will get done. The gains have been tremendous." - *Executive Director, Non Profit, New York*

Reach out to karen@inherentjourney.com for more information.