

STRATEGIC FEMALE LEADERS

Empowering a Senior Partner to embrace bold leadership



Snapshot:

A Senior Partner within a global Professional Services Firm signed up for an initial six months of one-to-one coaching. The focus was on supporting her through leadership challenges and coaching her to navigate the mindset and performance challenges of being a senior leader with immense responsibility and deeply ingrained ways of handling a very busy life.

I was too busy, overwhelmed with everything, saying yes to everything, doing everything, being everything...

- Vanessa B.

The Challenge

The client needed support in finding practical ways to protect her boundaries and develop her authentic leadership style. As she was handling the pressures of her role and her personal responsibilities, she could not find the time or space to be heard, think, or evolve her mindset and behaviours.

"I wasn't valuing my time, and I was doing a lot of transactional work and not focussing strategically in both my professional and personal life. I am now more mindful and strategic in my leadership."

The Solution

The client chose to work with High Definition You for our proven track record in successfully transforming female leaders into similar executive-level roles.

► Her coaching included:

- Establishing ROI and goals for the coaching program with a sponsor
- Unlimited one-to-one coaching and access to online resources
- Weekly accountability check-ins
- Individual road map for continued success after coaching ends

Her sponsoring partner was invited to join in three-way conversations to provide feedback on her progress and review/track her goals. This was led by our High Definition coach, who is skilled in extracting valuable insights for the client and sponsor to consider before moving forward.

Employee & Business Benefits



TIME

Gaining more time in the day through boundary-setting



RESPECT

Understanding her role as a leader and confidently communicating it with gravitas



HAPPINESS

Enjoying decision-making and feeling more fulfilled by her work

The benefits to the employees' professional development and also the company's ROI include:

- Efficiently and effectively shifting the client's mindset from an operational role into a strategic role
- Confidence to have difficult commercial conversations with clients and contribute to debates with the board and key stakeholders
- More impactful questions that lead to deeper trusted client relationships
- Moving from an operational focus to a strategic focus
- Improving internal processes to gain time by reducing her workload

"She's more deliberate, focused, and direct. She says less with greater impact. These mindset shifts have empowered her to challenge other leaders and ask difficult questions. She's changed the agenda and inspires others to do the same."

- Sponsoring Partner



Female leadership coaching - with a difference!

The client chose one-to-one High Definition coaching because of our proven track record in empowering bold female leaders within global organisations. They especially saw the value of integrating the business sponsor alignment sessions.

To ensure the client's success throughout her coaching journey, she was asked to identify personal, professional and business goals before starting. By doing this, we narrowed the focus of each coaching session and optimised her time to produce measurable results.

A High Definition Outcome

"From chaotic to controlled." This was how the partnering sponsor described the client's leadership style transformation after 6 months of one-to-one coaching. The client has benefited from a renewed fulfilment in her leadership role and, in turn, has found her outlook has inspired behaviours that have had a knock-on effect on her team.

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I was brave in the Board meeting today, and it was so well received - we had total engagement, and the Head of People has taken on board my recommendations. I totally made a difference and got the conversation started. Thank you for helping me be brave.