

DAU Executive Coaching Testimonials

-An Air Force aircraft program manager was “somewhat skeptical,” but after careful consideration engaged a DAU coach and is now a firm believer. Results were “immediate and astonishing ...helping take the program from a well-run program to a benchmark program, from talking about the importance of people to clear demonstration of their value, from pulling the organization through a knot hole of change to accelerating through change and landing on top.”

- “A guiding force. Executive coaching should be required for everyone entering into a new position or facing a new challenge to them get off on the right foot. My coach helped me keep my head above the weeds and reminded me of what's really important. I have a mentor, but we're both too busy to connect.”

- “A strategic thinking partner. Helped me go to the strategic perspective. At my level (PEO) I really appreciated having someone who knew the ropes and path, but didn't tell me what to do. The conversations helped me think more clearly...a phenomenal listener.”

- “A catalyst for change. My coach challenged me to think creatively and systemically. I couldn't lead the way I was used to leading. My coach helped me adapt and try on new behaviors. The status quo was blocking us from making headway. My coach helped me think through an approach to break the logjam.”

- “An independent advocate, not tied to the client's organization. I could talk to my coach about the things that I was thinking, but didn't have anyone to discuss with. I feel he is really committed to my success.”

- “A confidence booster. Every success led to a bigger, more significant success. Change started to seem possible. I started to believe that I could balance work and life. My coach helped me move out of my own way. Sometimes I just needed someone to [complain to] and get it off my chest. After that I knew that I was ok. He usually helped me come to my own conclusions, but offered insight and advice if I really needed it.”

“By utilizing the coaching process up front going into the job as a Program Manager I was able to head into the assignment with my eyes wide open. This included an offsite, a follow on 360 assessment, a follow on staff meeting to share results and clarify.”

- “Conceptualization and development of a strategic plan for consolidation of function/groups. Implementation underway. Client expresses significant confidence and is taking on (leading) broader responsibilities and challenges. Cost savings and efficiencies expected in \$ millions.”

- "Stakeholders had settled into a status quo that was ineffective; mostly according to functional expertise. No one was thinking systemically. Breakthrough concept forced a solution that was out of the ordinary for approval process. Cost savings and efficiencies expected to accelerate progress."

- "Defined High Performance Team as goal; Set team and individual expectations; Gut-check with 360 assessment on what is working well and areas where additional effort is required; Realization despite challenges team moving closer to HPT based on feedback; Set priorities: funded programs then unfunded programs; Develop team and individuals to reach their potential; Help refine original and crude Stakeholder Management Plan."

- "Engaged DAU executive coach as a thinking partner to work through new assignment. Coaching model provided excellent structure for new assignment."

- "Development of a vision and implementation of a strategy to create program as a platform of choice. Significant headway made at changing organization 'priorities' (i.e. culture and focus) within direct reports and contractor. Now aligning senior stakeholders' agendas with the organizational and its programmatic visions."