

TurnKey Coaching Solutions

An Overview



TurnKey
COACHING SOLUTIONS
Connecting People, Potential, and Profits

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Content

- About TurnKey Coaching Solutions
- Assessments & Feedback
- Comprehensive Suite of Training Solutions
- Global Network of Senior Professional Coaches
- Coaching Program Options
- Addendum: Coaching Produces Results



About TurnKey Coaching Solutions

- TurnKey Coaching Solutions is a global coaching program management and contract coach staffing company providing scalable, enterprise training and coaching program solutions
- Guaranteed high quality teams of leadership development experts are hand picked, trained and supervised in response to each client's specific objectives and each participant's unique level of needs
- Our programs include built-in accountability ensuring greater transparency and results



TurnKey's Unique Qualifications

- Broad-based experience with sophisticated corporate coaching & training programs
- Systems, procedures and processes specifically designed to handle large-scale contracts
- Dedication to coach training and development
- Comprehensive quality control processes that ensures top-notch program management, coaching delivery, and customer satisfaction
- Sophisticated, interactive communication portal that is customized for each client



What Clients Say...

“My Turnkey Coaching Solutions Coach has provided me with honest, motivating, and challenging coaching services. Her counsel has been invaluable to see myself and situations more objectively. I have both enjoyed and benefited from her tough and encouraging approaches that have helped make me an improved leader, ready to take on the next steps in my career. I highly recommend the Turnkey Coaching Solutions team!”

- Mark Cunningham, Vice President, HR - M&A Integration and HR Business Partner to CFO/Corporate Leaders, Xerox Services

"My TurnKey coach has the ability to accurately assess any business situation... I cannot tell you how very much I respect her. Her insight and coaching is so incredible that I use her for everything including business strategy and as a personal life coach."

- Jackie Jackson, President, Sphinx Residential



Partial Client List

Our executive team and coaches have worked with hundreds of executives, managers, and high-potential employees from a wide range of major corporations worldwide:

- Costco Wholesale
- Xerox Business Services
- Microsoft
- Alcatel
- American Airlines
- Center For Disease Control
- Cone Health
- Belo
- Chevron
- Essilor
- Ferrosan
- Frito-Lay / PepsiCo
- Harris Hospital
- Hilton
- IBM
- Dell / Perot Systems
- International Certification Services
- Kroger
- Merrill Lynch
- New York Life
- Nissan
- Nokia
- Nortel
- PricewaterhouseCoopers
- Texaco
- United Healthcare
- Verizon



360° Assessment + Debriefs

We custom design your 360° program after we listen carefully to your goals.

We will make a recommendation after hearing about:

- Your goals for the program
- Company culture / geo-cultural concerns
- Tolerance for feedback
- Your active/past LD programs
- Coach requirements
- Budget / Logistical parameters

We have both qualitative verbal & quantitative Online 360°'s. Our favorites include:

- EverythingDisc
- Five Behaviors of a Cohesive Team™
- Target Training International's suite of OD surveys and assessments
- Stages of Growth X-Ray
- Profiles: Hiring Assessment
- Leadership Circle 360°
- Social & EQ 360°

If your organization has a preference not listed above we have an expert to help integrate and deploy.



Comprehensive Suite of Training Solutions

- Targeted training can sometimes make all the difference in accelerating an organization's growth.
- We offer a full complement of leadership and professional development programs.
- Research shows training is far more effective when combined with coaching.



Relevant Training Topics

- Employee Retention & Engagement for Leaders
- Effective Feedback
- Influence & Impact
- Communication Savvy
- Executive Presence
- Negotiation
- Strategic Thinking
- Productivity & Procrastination
- Finance for Non-Financial Manager
- Decision Making
- Effective Delegation
- Emotional Intelligence
- Hiring Right the First Time / Interviewing
- Performance Management
- Career Management
- Conflict: Gift or Burden
- Managing a Powerful Sales Team
- Effective Meetings
- Managing Change
- Team Building
- Diversity
- Manager as Coach





**WORLDWIDE NETWORK
OF PROFESSIONAL
COACHES & TRAINERS**

Our Executive Coaches

- ➔ TurnKey executive coaches have decades of senior level business leadership experience in addition to years of coaching experience, extensive training, and serious credentials. Our coaches are experts in facilitating successful growth and development, even at the highest corporate levels.
- ➔ Many of our executive coaches have:
 - Advanced degrees (MBA, MS, MA, PhD)
 - 5,000+ hours executive coaching
 - 10 years+ business experience
 - International coaching experience
 - Have served as corporate executives
 - Maintain own client list of Fortune500 corporations
 - Worked as independent business consultants



Our Leadership Coaches

- With our **worldwide** network of professional coaches and our proprietary matching system, we are able to take into consideration not only the objectives of your program but the specific requests of your individual coachees. In our experience, having the ability to find a coach that meets the specific needs of a coachee is optimal for the overall success of the program.
- Our leadership coaches:
 - Former corporate leaders, consultants, and leadership trainers
 - Highly trained and credentialed
 - Must demonstrate “Coaching Mastery” during our rigorous application process which includes verification of credentials & references



Typical Program



Assessments: EQ, Competencies, Benchmarking, 360's

Confidential | Quality Assurance

Guaranteed Coach-Client Satisfaction | Metrics and Monthly Reports

281-469-4244

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Coaching Program Options

- We take best practices from proven leadership development models and tailor the coaching and development program to your company's practices, needs, existing tools, and priorities.
- To create your program, we consult on the following factors:
 1. The coaching tools you wish to leverage (e.g. assessments, 360's, leadership competencies, training models)
 2. The requirements for the Coaches (e.g. experience, level of certification, advanced degrees, remedial or intervention skills)
 3. The scope (e.g. number of coaching hours, how many months, in-person vs. virtual, conduct interviews, unique requirements)



Quality Assurance

- We have designed our program to include objective stakeholders whose primary purpose is to ensure consistent quality
- Depending upon the program design, additional levels of management could include:
 - Lead coach, program manager, coaching coordinator, curriculum manager , and other special contributors
- The actively involved, accessible executive team focuses on ensuring satisfaction across all aspects of the program.



“I Would Strongly Recommend TurnKey Coaching Solutions!”

“I have had the good fortune of working with Turnkey Coaching Solutions for the past 4 years and I am extremely pleased with the relationship that we have established. We have used their team for such services as professional & executive coaching, consulting on a global leadership development program, and coordinating a feedback survey for our Human Resources services both in the US and Puerto Rico. Not only are they a knowledgeable and professional team, they are extremely personal in their approach. **The feedback from each of our leaders who have received coaching from their experts has been outstanding,** to the point where several of them have asked to have their engagements extended. *I would strongly recommend Turnkey Coaching Solutions!*”



Brian Moore, Director of Human Resources, Microsoft Licensing



Next Steps? Call us!

TurnKey: **281-469-4244** — Anisa Aven, CEO,
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**Anisa Aven, NLPC, Board Certified Executive Coach
CEO**

Anisa Aven founded TurnKey Coaching Solutions because of her desire to see the benefits of professional and personal coaching experienced by more than just the elite and the wealthy. She has devoted herself to the study of human potential, the evolution of leadership and conscious capitalism. A successful coach for over 15 years, she is also an expert in the Principles of Conscious Success, a prolific author, a popular radio talk show guest, public speaker, and a serial entrepreneur. Anisa has been featured, translated, and published internationally and has been called “One of the world’s top manifestation experts”, and named “One of the Ten Most Influential Women in Coaching”. “Quick Manifesting Morsels”, Anisa’s weekly online eZine”, has more than 50,000 subscribers from around the world. She is a Certified NLP Coach, a Board Certified Coach with specialty designation - Executive Coach, an activist, wife, mother of two, marathon runner and avid athlete.

I look forward to supporting you and your team
Call me, personally, at 281-469-4244 or
Anisa@TurnKeyCoachingSolutions.com



Coaching Delivers Proven Results

“A study [of coaching] shows an average return on investment of 7.9 times* the initial investment (788% ROI) in a typical executive coaching assignment, or a return of more than \$100,000.”

Source: Manchester, Inc. Survey Results



*when intangible benefits are added into the equation;
without these, the ROI is 577%

Reported Savings of \$30 to \$60M

Employers are shocked at how high their ROI numbers are for coaching. He recalls a large employer in the hospitality industry saved between \$30 million and \$60 million by coaching its top 200 executives.

Source: Alastair Robertson,
Manager of Worldwide Leadership Development,
Accenture



87% Training Investments Lost

Xerox Corporation carried out several studies on coaching. They determined that in the absence of follow-up coaching to their training classes, 87% of the skills change brought about by the program was lost. That's 87 cents in the skills dollar. However good your skills training in the classroom, unless it's followed up on the job, most of its effectiveness is lost without follow-up coaching.



Source: Business Wire, July 30, 2001

Coaching Added to Training Quadruples Productivity

A study featured in Public Personnel Management Journal reports that managers (31) that underwent a managerial training program showed an increased productivity of 22.4%. However, a second group was provided coaching following the training process and their productivity increased by 88%.

Source: F. Turner, Ph.D. CEO Refresher

