

Executive Coaching and Facilitation Services



Our executive coaching and facilitation services integrate all of ERPi's offerings to focus on the leadership of the organizations we serve. Our experience in providing trusted advisory services for large complex enterprise technology programs has helped us to understand the critical importance of helping leaders more effectively manage these transformational events. Through coaching, leaders and their teams learn to clarify their priorities, determine what is missing, and outline a path forward. They can then become catalysts for change within their organizations and lead their programs to produce anticipated results.

THE ERPi APPROACH

Our coaching and facilitation services are delivered by seasoned executives using methodologies that deliver desired outcomes. Some of the services we offer include:

- **Leadership Academies** – a structured approach and plan for developing leaders in a cohort environment where learning and application intersect.
- **360 Assessments** – deliver and interpret 360 assessments to help refine and focus coaching and other development plans.
- **Executive Development Plans (EDP)** – developmental activities which enhance an executive's performance.
- **Team Coaching** – coaching services that tap the potential of the group to produce high performance, sustainable results.
- **Assessment/Tools** – insights into a leader's competencies, style, and perspectives to focus development plans or provide new ideas for existing challenges.
- **Strategic Planning** – facilitate planning sessions to identify key goals, plans for achievement, and a roadmap of next steps and milestones.

SUCCESS STORIES

- ERPi currently supports a federal agency to provide a suite of services to their SES leadership team. Services include executive coaching, OPM 360 assessment reviews, and creation of Executive Development Plans (EDP) that meet identified gaps.
- Facilitated Navy senior-level working groups over a two-year period to identify the Navy's Enterprise Resource Planning (ERP) requirements and associated plans for system development and future implementation.
- Worked with a senior management team to develop a consolidation strategy for reducing twelve independent operating units into four divisions—we facilitated the session that communicated this strategy to the various constituents to obtain support and outline next steps.
- Led a project with the US Navy to facilitate several working groups as part of a public shipyard's effort to build its Malcolm Baldrige Quality Award submission package.

WHY ERPi?

ERPi's team offers a cadre of seasoned and certified coaches and facilitators, including:

- Bill Hummel, CLC, ACC has served as a senior leader for both public and private corporations. He is a leadership coach with expert knowledge creating sustainable change. His leadership experience has taught him the power of how a cohesive executive leadership team, fueled by a shared mission, can produce tremendous results. Bill received his Certificate in Leadership Coaching (CLC) from Georgetown University and is a credentialed with International Coach Federation (ICF).
- Randy Walker is a former Navy Captain who spent his 28 years in leadership positions developing tools and methodologies to more effectively use and leverage program results and benefits. He has attended the Franklin Covey Facilitator program and is a Malcolm Baldrige Quality Award examiner.

THE NEXT STEP

For further details on ERPi's Executive Coaching and Facilitation services, call Bill Hummel at 800.799.ERPi (3774), or visit us at www.erpi.net.