



Susan Curtin

“Susan was able to reason, prod, cajole and ultimately move my consciousness from a position of wanting to win and prevail to a position of acceptance and crucial and self-examination, which enabled me to chart a new course for myself and for my team..”

*—James Barker,
Admin. Dir. Nephrology Programs , UCSD*

Executive Coaching
Accelerate Results. Build Better Teams.

Executive Coaching by SusanCurtin

Susan Curtin is a Results Coach, a guide of the organizational expedition who is part trusted advisor, part mentor, and part confidant.

Susan ensures that managers and leaders stay focused and committed to their results, teams, and goals. A Results Coach brings a keen insight to help executives build better teams and improve their results with perspective, advice, accountability, and support

Susan Curtin Partners with Leaders to:

Seize Opportunities for Immediate Results:

- Turn good intentions into great business results
- Continuously accelerate practical learning into outcomes

Think and Act Strategically:

- Accelerate employee's results and learning
- Align with peers and move beyond competition to collaboration

Build high performers:

- Focus leader's minds to consider the global impact of decisions
- Develop and strengthen relationships for retention and performance

Generate Fresh Thinking:

- Inspire leader's best thinking and challenge their assumptions
- Guide leaders to implement insights with confidence and precision

Make Better Decisions:

- Practice "trial" without "error"
- Make better decisions when the stakes are highest

“Through your coaching, Susan, I discovered a less technical approach to reaching goals, and a more balanced way to get much more done than ever before! Very timely help to take me to the next level. Highly valuable. ”

*Tim O'Brien,
IT Manager, Barney and Barney*

Coaching Process

While business schools and mentoring prepare people to master analytical and technical skills, the majority of executives spend less than 25% of their time developing their leadership skills. **Susan Curtin develops managers and leaders** that drive vital organizations.

Through in-person and remote coaching, mix of assessments, workplace shadowing, and evaluations, we help leaders develop Executive Presence and Operational Excellence.

Coaching addresses real work-world scenarios. We leverage learning time to:

- Solve real business problems and create team collaboration
- Break down silos and raise the collective awareness of mission-critical initiatives
- Form action producing engagement between leaders and followers
- Solidify a culture of problem solvers and create a culture of leaders

Knowledge and solutions of real-life problems make coaching immediately applicable, while immediately benefiting the organization.

The process follows these phases;

Phase 1: Listen and Learn

Determine how success will be measured and which critical results are to be achieved.

Phase 2: Aim and Agree

Assess the leader's current abilities, strengths, weaknesses, and perception in the teams eyes.

Phase 3: Strategize and Plan

Define action learning plan for the behaviors and practice that lead to the goals.

Phase 4: Evaluate and Choose

The behaviors, actions, experiments and feedback in order to produce tangible results.

Phase 5: Review and Comment

Consistently measuring against the goals, and reviewing validity, priority, and impact.

Assessments:

Meyers-Briggs Type Indicator (MBTI)

Thinking Pattern Profile (TPP)

Strength Deployment Instrument (SDI)

DiSC

360-Degree Feedback

About **Susan Curtin, MS, CEAP**

“Truth Teller” is how Susan is known for her approach to coaching and developing others. She incorporates strengths based philosophy in working with individuals to identify and utilize their strengths to become better leaders while addressing any “blind spots” that may prevent their ultimate effectiveness & career success.

She works with individuals in identifying their core values, beliefs, strengths & interests to assure there is congruence with a successful career fit. Her work includes assisting individuals who are in career transitions or wanting to explore a different career track.

Susan draws on two decades of successful internal experience coaching, mentoring & developing managers and leaders. Her Coaching work has included leadership development, transition to the next stage of leadership, succession management including work on key Leadership competencies like interpersonal savvy and political acumen.

Behind Every Good Result is a Great Insight.

LOOKING FOR A BOXED APPROACH? **YOU WON'T FIND IT HERE.**

Our approach is an exchange; an exchange of dynamic listening and deliberate question asking. We ultimately identify the key leadership and talent factors that influence your organization's issues and successes. Then we apply our breadth of experience in working with companies like yours and people like you to develop a model of your company's leadership culture, language, symbols and values.

As partners, we collaborate with you to mold, customize, and implement an application uniquely designed for your people, values, and systems, and strategies. Our consulting, training, coaching, and assessments serve to reflect your culture, even as it enhances your results.

OUR CLIENTS INCLUDE:

Children's Hospital, San Diego	PETCO Animal Supplies
Corning Clinical Laboratories	Overland Data
Alcon Laboratories	City of Poway
Sony Electronics	Kleinfelder Engineering
T-Mobile	Barney & Barney
Cox Communications	J.R. Filanc Construction
HHSA, County of San Diego	San Diego State University
City of Chula Vista	UC San Diego
San Miguel Fire District	Cal State San Marcos
Mission Federal Credit Union	TEC Worldwide
Scripps Bank	AIG/SunAmerica
Discovery Bank	Young and Rubicam



Insights4Results
Developing Leadership Talent & Succession