



## Cleveland Consulting Group, Inc.

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### Unleashing Executive & Organizational Potential

I appreciate your willingness to describe your experience in the executive and leadership training that I provided to you and your organization. The information will be included in a marketing booklet that I will be using to expand my global footprint. My sincere gratitude for your support.

Herb Stevenson

Please describe your experience in the space provided

After completing three weeks of leadership coaching with Herb Stevenson delivered over the course of one year, I found this experience to be of great benefit to my professional development.

I gained a wider perspective on business strategy, management, leadership, and how to achieve personal goals and company goals working within complex and varying management structures.

The delivery of this course was carried out in a professional and structured manner. The slides and materials were excellent, easy to review and apply to live working environments.

Herb delivers the theory coupled with real life examples. He also discusses failed examples despite what best practice would suggest. An underlying theme that I took away from the coaching, is that hard work will always be required to succeed. However applying the models taught by Herb in a conscious deliberate manner vastly improves the success of the company and you as an individual.

What did you find most effective from this coaching and training that supported your leadership development?

The coaching and training delivered numerous concepts, theory, examples and open discussions relating to current challenges. Some of my take aways that have continued to support my development are:

- Acknowledge my own strengths and weaknesses, and constantly work on improving on the weaknesses to be a more rounded professional
- Lead and manage from a higher level, and maintain the ability to work in the technical detail when necessary and lead by example
- Another benefit was the coaching on maximizing the return on my time, working within an organization and getting work done through others
- Another very simple and effective tool is the circle of concern, and only expend time on what you can control or influence.
- Holistically the coaching was an important and timely experience that gave me confidence to take on new challenges professionally that benefitted me and my family.

How has the coaching and training led to be a more effective leader

I believe I approach my work in a better manner, with a longer term objective.

I am much more open to other perspectives and always mindful of the overall objective.

I find I have greater capacity to achieve more work goals by applying simple strategies to increase my return on my time.

I have become much better at navigating conflict situations with positive outcomes.

Previously I wasn't particularly conscious of external perceptions - colleagues, clients, peers. Now I am mindful of my behavior and the example I set, because these external perceptions contribute significantly my own success.

Applying some or all of the leadership concepts at different times has been a significant benefit to me over the last three years. In many instances I still go about my business as I have always done, however I am reinforcing good practice by applying myself in a conscious and consistent manner.

May we cite your name and organization? If so please list it below.

You may cite my name and title, it may not be appropriate to name the organization. I suggest the following:

James Dempsey, Commercial Manager, Construction Industry  
Perth, Western Australia

When finished, please save the file and send to me at the email below. Again, I appreciate your support.