

## Why is Larry Hayes Partners So Highly Regarded in the Coaching Field?

*"When you're already at the top, it's very competitive. You need to constantly refine the way you serve your customers and add value. I say, 'The tree that quits growing begins to rot.' Larry helped us keep growing."*

V.P. of Investments  
UBS Wealth Management

*"I needed to convene an offsite meeting for my Home Office Management Team on 'Leading in Times of Crisis.' I had Larry Hayes work closely with me to devise the frame-work and then facilitate it. His diligent and careful planning helped us address current and future needs and focus on action planning from the present to the future. Additionally, Larry did an excellent job leading us in discussing challenges and defining our needs as a team in a transparent and productive manner."*

President & CEO  
Fortune Global 500  
International Wealth Management Firm

*"We came into the year with a strong goal of \$12M in new business. We've only been working with Larry for six months, and at the end of Q3 we've already hit \$32M. By year-end we expect to achieve \$36M. That's triple our original goal!"*

Vice President, Investments  
Wealth Management Firm

*"Larry invested time in getting to know my business, my goals, my strengths and weaknesses, and me personally, before he engaged in any hands-on coaching. The changes we worked on resulted in a promotion and recognition by my firm's executive council."*

Financial Advisor  
Financial Services Firm

## LARRY HAYES PARTNERS Lead Yourself, Lead Others

Founded on 25 years experience in helping people develop themselves and their people, we are fully dedicated to each client's well-being and the achievement of their own and their employers' goals.

Our coaching is one of a choice set of methods that are selected based on the effectiveness for each client's needs.

That is why we work in concert with, and help you assess the need for, other complementary professional services:

- ✓ Consultants
- ✓ Education / Training
- ✓ Mentors
- ✓ Counseling / Therapy

We help you discern what's most important to you, and then formulate specific ways to accomplish it.



LARRY HAYES PARTNERS

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## EXECUTIVE AND LEADERSHIP COACHING FOR BUSINESS



LARRY HAYES PARTNERS

Rapidly Transforming Good  
Leaders into **Great Leaders** . . .  
For a **Real** Improvement in Results



Larry D Hayes, CPC  
President/  
Executive Coach

## WHO BENEFITS FROM COACHING WITH LARRY HAYES PARTNERS?

**Clients turn to us when they want to move from their current success to an even more desirable future:**

- ✓ Executives and business owners who are already “good leaders” but want to become great.
- ✓ High potential colleagues already recognized as very successful, whose organization wants to retain and develop them as the future senior leaders and managers of the company.
- ✓ Emerging leaders whose excellent achievements have been due to their functional expertise, and whose next career step (a leap really) requires they become a “leader of people” and builder of teams, who will foster a collaborative environment and remain confident in difficult conversations.
- ✓ An executive leadership team who wants help planning, facilitating and delivering their next offsite.
- ✓ Top quintile sales people/teams that need to break off a plateau.
- ✓ Organizations who want to advance their Leadership and Management cultures by adding coaching to their skill sets.

### Develop and Retain Your High Potential People... So They Can Develop And Retain Their Own

**Professional fulfillment** means being fully engaged and challenged by our work. It is a matter of using and improving one’s skills and realizing untapped potential.

**Through coaching**, our clients gain fresh perspectives on their professional and personal possibilities, challenges and opportunities.

**Successful coaching clients grow faster.** They experience better results in all that they do, more satisfaction with their life and work, and faster achievement of the things that are truly important in their careers and lives.

**By fully developing their potential**, they gain the ability – and desire – to help others do the same.

### MAKING IMPROVEMENTS IN LEADERSHIP MEASURABLE

We’re experts at helping you quantify the seemingly intangible and obtain measurable results.

That’s why every engagement begins by helping you:

- ✓ Gain a crystal clear understanding of your challenges and opportunities.
- ✓ Learn how to clarify, evaluate and accomplish goals.
- ✓ Assess which risks would be prudent, how to test them and measure results.
- ✓ Know what “a better leader” means to YOU and align your leadership to your organization and culture.
- ✓ Understand how assessments, satisfaction ratings, or retention benchmarks can be applied to produce the desired results.

Find out more at [www.larryhayespartners.com](http://www.larryhayespartners.com)

