NALLY VENTURES
Leadership

EXECUTIVE COACHING

Meaningful results through accelerated development

Before people can make progress, they have to understand what's standing in their way. Based on assessments that give insight into the obstacles that are preventing individuals from performing at their peak, we provide proven, personalized coaching to address issues at their root and overcome them. Leaders gain the awareness, tools and techniques to change their mindset, leading to different choices, more effective actions, and positive outcomes.

Change Starts With Insight

Self-awareness about your own strengths, challenges and needs is an essential baseline. Because assessment is a key component of personal and professional growth, we leverage it as a core component in our executive coaching program. Although we are certified to use a variety of assessments to help individuals discover their potential, we find that the Birkman Method is particularly effective in providing insights that enable people to self-manage, avoid unproductive behaviors, and improve their impact and effectiveness as leaders.

When leaders can consistently leverage their own strengths and reduce negative and reactive behaviors, they are able to become better leaders of others.

"As an executive coach, Mike is able to take the complicated and turn it to the simple."

~ Rebecca S., COO

One-on-One Coaching: Turning Insight into Action

Executive coaching differs from typical leadership development in that it's more accelerated, more intense, more rigorous, and more personalized. Consequently, our clients get faster results.

To begin, we review the results of the Birkman assessment and provide a detailed report that highlights strengths, avoids harsh criticisms or judgments, and encourages professional growth. These results form the foundation of the one-on-one coaching sessions that follow. These sessions are goal-based and outcome-focused. We take into account the individual's leadership goals and the objectives and expectations of the organization, and develop a plan with measureable and meaningful actions to improve leadership performance. We regularly track and measure progress against these objectives, including setting new objectives as the previous are met, to ensure that coaching is having the desired impact on the individual and, in turn, the business.

One-on-One Coaching: Turning Insight into Action *continued*

What makes our coaching sessions so unique and productive is our use of an online client portal to track progress and our ability to discern the root cause of obstacles that are preventing the participant from reaching his or her full potential. Our process focuses on a series of proprietary leadership methodology principles to improve personal awareness, personal ownership, personal accountability, and personal effectiveness. The goal is to improve the confidence and capabilities of the individual so that he or she can positively impact the organization.

Through coaching, leaders gain the awareness and applicable techniques to first change their mindset. They can then make different choices, leading to different and better actions and outcomes for themselves, their team, and their organization.

"The Coaching Sessions have helped make me calmer and more centered so I can be a more effective leader who makes thoughtful measured responses."

~ Katie L., Financial Management Deputy Director

Our Experience

Mike Nally, Founder & CEO

Established in 2003, Nally Ventures has grown from the vision and capabilities of our founder and CEO, Mike Nally, a serial entrepreneur and creative innovator with a passion for service and a commitment to helping our clients excel. As a former Army Ranger and current entrepreneur, Mike blends his passion, military experiences, advanced education and corporate expertise with an unwavering commitment to leadership growth.

Prior to forming the company in 2003, Mike spent 15 years working in corporate environments, ascending to multiple corporate executive positions including Executive Vice President, President, Chief Operating Officer, and Chief Executive Officer.

Mike advanced his study in leadership with a B.A. in Military History from University of Maryland and an M.A. in Organizational Leadership from Gonzaga University. He participated in renowned professional development and leadership development programs including the Disney Institute and GAP International Executive Challenge program.

Let's talk about how we can help your leaders and your business excel.

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Executive Coaching Program

Welcome to our Executive Coaching Program. We are excited to be working with you! This proven program will accelerate your development as a leader and improve your organization's performance. You will enhance your knowledge and understanding of key leadership principles and techniques. You will also learn how to use executive mindsets, processes, and communication tools to reach your full potential as a leader and to help you achieve your business objectives.

Here is a brief overview of the program and what to expect along the way:

The Birkman Assessment and Debrief Session

The first step is for you to complete the online Birkman Assessment. Because assessment is a key component of personal and professional growth, we leverage it as a core component in our executive coaching program. Although we are certified to use a variety of assessments to help individuals discover their potential, we find that this assessment is particularly effective in providing insights that enable people to self-manage, avoid unproductive behaviors, and improve their impact and effectiveness as leaders.

Your To-Do: You will receive an email with a link to access the online assessment. At this same time, we will schedule your first coaching session, a Debrief of your Birkman Assessment. During this session, your Coach will review the results of your Birkman Assessment and provide you with a copy of your Birkman report, detailing your assessment results.

Portal Access & Pre-Coaching Competency Questionnaire

After your first session, you will receive a link and login information to access your Coaching Portal. Your portal will support you throughout your coaching journey. Click here to watch a tour of the Coaching Portal, demonstrating the features and how you can leverage the materials. At this time, before your second session, you will be asked to complete your Pre-Coaching Competency Questionnaire located in your portal. Information gathered from this Questionnaire will be the foundation for the sessions that follow, providing your Coach with insights on your leadership goals, business objectives, and current management skills.

Please note: If applicable, your supervisor will also assess your skills using the same Questionnaire you use to evaluate yourself. Obtaining this feedback is a critical component in your development process and will give both you and your supervisor insights into your strengths and growth areas from different perspectives.

Both you and your supervisor's responses to the Questionnaire will be summarized in a Comparison Report that we will share with you and key stakeholders, as appropriate.

You and your supervisor will then complete the Questionnaire again at a designated milestone or at the completion of the coaching program. These results will be complied with the comparative results from the start of the program and outlined in a comprehensive Comparison Report to accurately assess and demonstrate your progress over time.

Your To-Do: Please complete your Pre-Coaching Competency Questionnaire no later than 48 hours before your second session.

Check-In Form

Before your third session, and for each session that follows, you will need to complete a Check-In Form in your portal. This will inform your Coach about the leadership topics you want to focus on, as well as documenting new principles and techniques you've put into practice since your last session. The form serves as a tracker, demonstrating your progress toward achieving your business objectives and leadership goals.

Your To-Do: Please complete your Check-in Form in your portal no later than 48 hours before your scheduled session. We will also send you an email reminder to complete the form, if you have not done so already, 24 hours prior to your scheduled session.

After-Actions Report

Completed by your Coach, this report summarizes topics discussed in each session, highlighting key learnings and experiences, new principles and techniques applied, and actionable next steps. You will be able to access these reports in your portal after each session.

The process of completing a Check-In Form prior to each session and receiving an After-Actions Report following each session will continue throughout the program.

We're here to help.

If you have questions or concerns at any time during the program, please reach out to us at coaching@nallyventures.com. We are completely committed to making this a valuable development experience that helps improve your personal performance, capabilities, and confidence as a leader, while also helping your organization thrive.

Cancellation Policy

Please note that once you have booked sessions with Nally Ventures, it means that we have reserved time in our schedule exclusively for you. If a session needs to be rescheduled less than 7 business days prior to the agreed date, 25% of the session's cost will be charged. The rescheduled date must take place within a 90-day window of the original agreed date. We understand emergencies may arise. Such circumstances include natural disasters or acts of God. In these cases, a rebooking fee will not be charged. Nally Ventures reserves the right to reschedule sessions at any time.

Please email us at coaching@nallyventures.com for questions, scheduling or cancellations.