



ROYER THOMPSON

PEOPLE ARE OUR PURPOSE

UNLOCKING POTENTIAL

Royer Thompson's Impact Coaching

OUR PHILOSOPHY

We help organizations optimize the impact of their leaders through targeted coaching. Our approach to coaching is person centric and business focused. We believe the key to accelerating development is to unleash the innate potential in leaders, while also providing advisory and guidance based on our deep expertise and experience.



WHY COACHING?

Invest in coaching when leadership matters.

At the executive level, leadership development needs are often nuanced and highly individualized. Targeted coaching is often the most efficient and impactful form of development.

Coaching is often most useful when leaders are ...

- Embarking on new roles (onboarding, succession, promotion)
- Managing transformational change or a crisis
- Needing to accelerate their development to be prepared for future roles
- Exploring or experiencing career transitions
- Developing awareness or building skills in specific areas (e.g., conflict management, intercultural relations)



KEY BENEFITS OF COACHING

- Helps leaders have better awareness of their leadership strengths and gaps
- Ensures time to reflect and strategize
- Increases focus on priorities that will drive business success
- Targets development of the skills that are most critical for the leader
- Provides an external sounding board and objective perspective
- Ensures support and accountability to reach goals



THE ROYER THOMPSON ADVANTAGE

Our Coaches. Our executive coaches have extensive executive experience and deep expertise. They have been there. As the coach-client relationship is paramount to success, we work with you to find the best fit.

Our Process. We are partners with Verity International with offices located across Canada. Together, we have created well-defined coaching process and resources that ensure consistency and accountability. We are focused on supporting tangible change in the areas that are most important to the leader and their organization.

Our Commitment to Success. Our coaching is business focused. We are committed to the success of the leaders we work with and their organizations. We agree upon goals at the outset of each engagement and will support the leader in achieving those objectives throughout the coaching process.

Our Engagement of Organization Sponsors. We also ensure organizational sponsors play an active role in the coaching process by involving them at the beginning, mid-point and end. This ensures organizational alignment, support and sustainment.

Our Commitment to Feedback. We conduct an impact assessment at the end of each coaching engagement. If you have multiple leaders being coached by our coaches, we will also provide organizational level insights regarding your culture, leadership strengths, and any potential gaps or challenges.



OUR PROCESS



“Leadership Matters. We help leaders find focus and bring their full potential so businesses can thrive.”

ROYER THOMPSON

Are you ready to take the next steps or would like to learn more?

Schedule a call with Sonya today on (902) 422-2099 | sstevens@royerthompson.com

www.linkedin.com/company/royerthompson



ROYER THOMPSON

www.royerthompson.com

Royer Thompson is the Atlantic partner of VF Career Management, a network of individually owned and operated Canadian companies who specialize in career management.