



LEADERSHIP

*Evidence-Based
Executive
Coaching*

orleadership.com

Better leaders. Better performance.

*Our Evidence-Based Executive Coaching
is a force multiplier.*

For over 15 years, ORL has helped organizations transform leadership into a competitive advantage.

ORL's executive coaching combines our proven, 'whole person' model of leadership success with our expertise in behavior change and real-world business insight to unlock the full potential of leaders, teams, and organizations.

Our results empower people and deliver a measurable impact on leadership effectiveness and business performance.

Unleash the power of your leaders.

74%

of senior leaders believed they were unprepared for their positions.¹

Your leaders need to be ready to step into critical roles.

ORL coached high potential leaders in a much-loved \$80B American institution, strengthening the bench and preparing the next generation for senior executive roles.

82%

of leaders have significant capability gaps.³

Your leaders need to raise their respective games and operate more strategically.

ORL the leadership team of a \$3B real estate firm to pull up and operate more strategically to drive exponential growth in the business.



81%

of organizations believe their leaders are not effective in leading through change.²

The world is changing – fast. You need to stay one step ahead of the competition.

ORL partnered with a Fortune 500 technology firm to equip their leaders with the mindset and skills to drive success during a major change in strategic direction.

40%

of newly promoted C-Suite leaders fail in the first 18 months.⁴

You need to set new leaders up for success.

ORL supported a new CEO of a retail company during their transition to learn the business, build alignment, develop the top team, build influence, define a winning strategy and drive success.

“The best development experience I’ve ever had.”

C-Suite leader, Fortune 500 Financial Services Business

Select clients include:



Booz | Allen | Hamilton



Set your leaders up for success.

Our approach is focused on executing a simple, consistent, evidence-based '4A' framework that is customized to the needs of each leader.



Assessment

Development starts with self-awareness. Our in-depth, 'whole person' assessment process helps leaders deepen insight into themselves and their impact.



Alignment

Our coaches help leaders to translate the assessment findings into clear, actionable goals. We engage the individual's key stakeholders to ensure alignment with their organization's strategic goals.



Activation

Through a combination of support, powerful questions and thoughtful challenge, we encourage and empower leaders to shift perspectives and develop new leadership behaviors.



Accountability

Leaders apply the learning between their sessions with goals and metrics to help keep them focused, measure progress, feel the impact, and experience sustainable & long-term change.

"ORL's executive coaching opened doors I didn't think were possible – life changing."

Operations Leader,
U.S. Logistics
Business

The ORL Difference.



Proven Expertise.

Our global team of coaches are uniquely qualified with advanced degrees and work with senior leaders every day. We understand the real-world business challenges that leaders face today.



Behavioral Science x Business Impact.

As consulting psychologists, our methodology is built on research, data and the science of behavior change. Combined with our business insight, our coaching delivers measurable, lasting results for your leaders and your organization.



High Touch, High Tech.

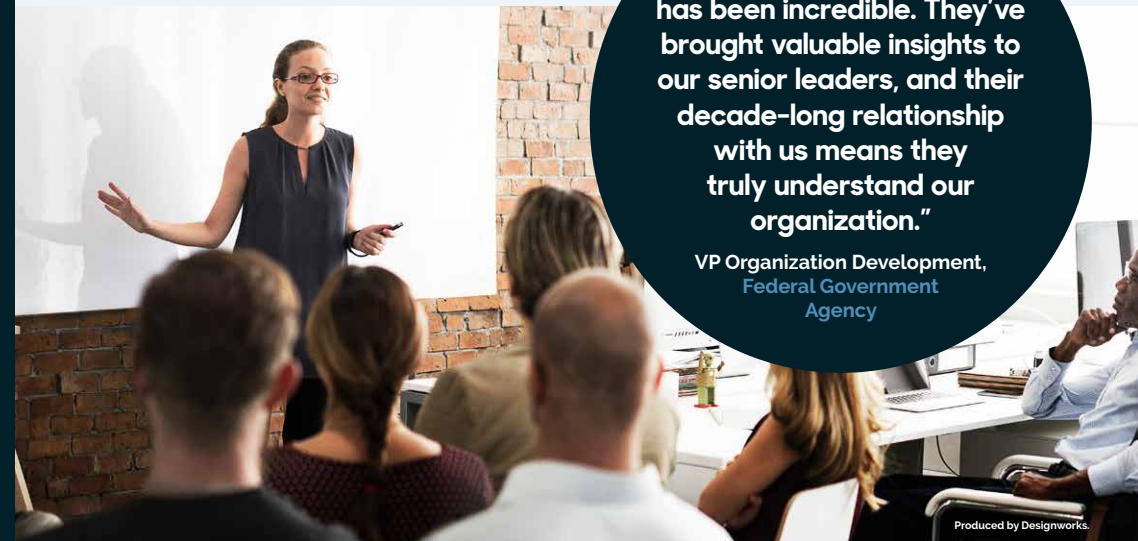
Our coaches bring a relational approach, paired with humility, curiosity, and insight.

And our coaching platform enables you to manage and track each engagement, measuring the impact on both your leaders and the organization.

1. McKinsey, 2018
2. Deloitte 2019
3. Gallup, 2016
4. Forbes, 2020
5. ORL program involving 32 participants

"The quality of coaches at O.R. Leadership has been incredible. They've brought valuable insights to our senior leaders, and their decade-long relationship with us means they truly understand our organization."

VP Organization Development,
Federal Government
Agency



Produced by Designworks.

66%

increase in effectiveness of **Influencing**.⁵

91%

increase in effectiveness in **Leading Transformation**.⁵

60%

increase in **Thinking and Acting Strategically**.⁵

Ready to transform your leadership?

For more information, visit orleadership.com
or send us an email at craig.simpson@orleadership.com