



### **YOUR CHALLENGE**

1. Need for coaching and leadership development strategies.
2. Hiring quickly, need to create a high performing team.
3. Seeking to create a work/life balance.
4. Need to build a positive culture for the employees and firm.

### **THE STORY**

The Owner is young, quick and committed to making the unique technology offering his business is built on a meaningful success. He has secured early stage funding through Jumpstart, and the business has a key client which consistently contributes to their fast growth trajectory. The CEO is now jumping headlong into the challenge of building robust and efficient sales operation and technical support teams. Add to this the fact that he is married to an equally successful professional woman, and they are working to share the responsibilities of the family and household. Although the Owner is driven, he is also thoughtful and his acumen for business drove him to seek out help for himself and his business early on.

### **THE ACTION**

After being introduced to the company's CEO as a result of his affiliation with Jumpstart, SJW was able to quickly devise a business action plan encompassing four key elements, all which will in time contribute to moving the business and the CEO forward with continued growth in both sales and intellectual capital:

- Leadership development for growth and infrastructure
- Team creation through strategic hiring and talent assessment
- Culture creation tied to mission
- Work/Life balance strategies and applications

Steve Walling met with the owner one-on-one to gain a first-hand perspective on the early challenges that have transpired, even with the amazing level of success the company has already achieved. The dialogue continued, and the CEO made it clear that he trusted Steve and SJW to help move his business forward in a meaningful way.

### **THE IMPACT**

Initial sessions began immediately based on need and focused on the development of leadership skills that the CEO wanted to gain prior to actively pursuing his search for key sales and technical support team members. The individual sessions, blossomed into small group meetings with existing staff members as part of the staff assessment process. As a result the core team was able to simultaneously establish the basis of a culture built on collaboration.

### **THE RESULT**

- Leadership development and coaching to build confidence and guide growth.
- Talent search and development benchmarks for use in the hiring and integration process for the firm.
- Personal life assessment and implementation plan for the CEO to strike balance.
- Action plan for establishing a culture of success and productivity.

### **NEXT STEPS**

Call or write and tell us about your situation. **We're here to DEVELOP, DESIGN and DELINIATE with you and on your behalf.**