

TIPS FROM 10 COACHES TO PROPEL YOUR IMPACT

RealLeaders

THE COMMUNITY FOR IMPACT

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to BECOME
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LEADER**

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**HOW TO USE
AI FOR GOOD**

“FOR EXECUTIVES TO REACH THEIR GOALS, THEY NEED TO HAVE A ‘WHY’ THAT IS EMOTIONALLY COMPELLING, do fewer things but better, adopt and stick to habits that point toward their goals, and take on a mindset and attitude that will sustain them.”

—ERICA DHAWAN

“‘HIGH LEVERAGE LEADERSHIP’ HELPS CEOS FOCUS ON THE MOST IMPACTFUL THINGS — TO WORK ON THE BUSINESS AND NOT IN THE BUSINESS.”

—SCOT CHISHOLM

“THE BEST APPROACH IS TO SCALE THREE PILLARS IN PARALLEL: YOU, YOUR LEADERSHIP, AND THE BUSINESS. YOU MUST OPTIMIZE ALL THREE PILLARS TO REACH YOUR FULL POTENTIAL.”

—ERIC PARTAKER

Get to know 10 effective executive coaches you can access today.



Coaching is a growing area of interest for our readers. Know a stellar executive coach? Send us their name and contact details at info@real-leaders.com.



The right coach can help propel you and your business to the next level. They can maximize your potential and see where your blindspots and growth opportunities are. When you improve, so does your company and your ability to make an impact. If you're not yet working with a coach or if you are seeking a better match, here are some of today's accessible executive and business coaches.



Brenda Bence

COACHING 25 years

EXPERTISE Peak performance coach for C-suite executives, primarily CXOs within major multinational corporations that have international or global remits, managing multiple regions and/or continents.

SWEETSPOT Helps senior leaders excel and thrive at the highest levels of organizations; has a strong command of international issues and how to lead globally

C-LEVEL EXPERIENCE Member of the Global Executive Committee for a \$1-billion global brand for P&G; one of the top five leaders of a \$2-billion-dollar fast-moving consumer goods business; served as independent board member of a publicly traded company in Thailand; served as advisor to board chairs and CEOs of publicly traded companies on the NYSE, NASDAQ, London Stock Exchange, and the Hong Kong Stock Exchange

IMPACT WORK Coached many heads of sustainability for large corporations, as well as leaders who have areas of responsibility involving the environment/energy; coach and speak on DEI and unconscious bias topics; coached and trained women in leadership for over a decade; as a coach and Global Certified Speaking Professional, worked across multiple nationalities, cultures, religions, and sexual orientations in the past 20 years; member of the Singapore Institute of Directors; taught trade courses as a member of the Thailand Institute of Directors

PUBLISHED 11 books on leadership, branding, and coaching; articles in over 400 publications globally

WHERE TO FOLLOW LinkedIn, Facebook, Instagram, X, brendabence.com

focus and clarity

“There are so many challenges being faced by C-suite executives in today’s fast-paced, ever-changing world. Some of the most critical issues I am seeing now are the rapid pace of change driving high levels of uncertainty, talent shortage, geopolitical issues impacting supply chain, and keeping up with technology. There is no ‘one size fits all’ strategy to respond to these key challenges because each company and every executive is unique and the circumstances are different. However, there are two key focal points that can help: Focus on what you can control, not what you cannot control; and get clear on a broad vision for the future.”



Scot Chisholm

COACHING 15 years

EXPERTISE Startup founders/CEOs

SWEETSPOT 10 to 100 people, or \$500,000 to \$50-million businesses; focuses on "high-leverage leadership," which helps CEOs focus on the most impactful areas for success

C-LEVEL EXPERIENCE Led Classy from formation to billions of dollars in donations, eventually acquired by GoFundMe; advises the GoFundMe and Classy executive team; helps lead mergers and acquisitions

IMPACT WORK Led the transition from C Corp to B Corp for Classy, one of the largest technology B Corps in the world and a repeat Real Leaders Top Impact Company; coaches the CEO of OWL ESG, a data/software-as-a-service company servicing the ESG space, taking an AI-driven approach to improving ESG data across the industry

PUBLISHED Newsletter for first-time founders; launching a series of online courses helping founders with everything from startup operations to fundraising

WHERE TO FOLLOW LinkedIn, Instagram, firsttimefounder.com

high-leverage leadership

"A lot of founders struggle to transition from the early, scrappy building phase to becoming a CEO that can scale the business — and scale with the business. 'High-leverage leadership' helps CEOs focus on the most impactful things — to work on the business and not in the business. This frees up their time, empowers their team, and reduces the chance of burn out. And the business has a much higher chance of succeeding if the founder is able to lead this way."

Erica Dhawan

COACHING 15 years

EXPERTISE 21st-century communication skills including executive presence, storytelling, structured thinking, communication in person and virtually, negotiation, inclusion, and persuasion

SWEETSPOT As a former Harvard researcher and Indian immigrant, has specific experience training senior executives across the globe including Asia with a distinct understanding of culture and gender differences

C-LEVEL EXPERIENCE CEO of Cotential

IMPACT WORK Helps social impact organizations reimagine how they connect intelligently to bring in new business or customers; helped impact companies reach underserved communities by transforming their offices into community spaces; helped a brand give away its IP for non-competitive use for sustainability reasons; worked with nonprofit organizations including Habitat for Humanity and American Cancer Society

PUBLISHED Books *Digital Body Language* and *Get Big Things Done: The Power of Connectional Intelligence*; viral New York Times op-ed "Why Ignoring a Text Message or Email Isn't Always Rude"

WHERE TO FOLLOW LinkedIn, Instagram, ericadhawan.com

pursuing improvements

"C-level clients' challenges today range from managing hybrid teams, digital transformation, and artificial intelligence impacts to business, culture change, sustainability, and supply chain challenges. Supporting senior leaders can help sustain improvements aligned with their business strategies. For executives to reach their goals, they need to have a 'why' that is emotionally compelling, do fewer things but better, adopt and stick to habits that point toward their goals, and take on a mindset and attitude that will sustain them."



Allison Dunn

COACHING 10+ years

EXPERTISE Founders and executives of privately held companies

SWEETSPOT From startups valued at \$1 million to established enterprises worth \$1 billion, helps create great places to work, which fosters employee satisfaction and productivity; over 25 years of ownership and executive experience in manufacturing and professional services

C-LEVEL EXPERIENCE Owner and CEO of Deliberate Directions since 2013; previously marketing director of Nobis Engineering from 2001-11, having had ownership in the company's Employee Stock Ownership Plan

IMPACT WORK Deliberate Directions is a B1G1, Business for Good (B Corps), Lifetime Partner since 2017; collectively, B1G1 businesses have created over 300 million giving impacts, from planting hundreds of thousands of trees to providing millions of days of access to life-changing opportunities

PUBLISHED 150+ episodes of the "Deliberate Leaders" podcast

WHERE TO FOLLOW LinkedIn, Instagram, TikTok, Facebook, deliberatedirections.com



strategic planning

"C-level executives face challenges in scaling their businesses, planning succession, developing long-term strategies, governing effectively, managing capital, and devising exit strategies. These challenges are best addressed by gaining a comprehensive understanding of each executive's unique situation and then leveraging strategic planning, resource optimization, and problem-solving to create tailored solutions that are client focused and results driven."

Charles E. Gaudet II

COACHING 14 years

EXPERTISE Helping seven- and eight-figure CEOs create sustainable and predictable growth with better sales and marketing strategies

SWEETSPOT Significant growth and breaking sales records, even in economically challenging times

C-LEVEL EXPERIENCE Founded a business nominated by Ernst & Young as "One of the Nation's Best Seed-Stage Companies;" at 24, founded his first multi-million dollar business; continued to build and grow companies until 2010, when he started Predictable Profits

PUBLISHED SWEET *The Predictable Profits Playbook*, "The Beyond 7 Figures Podcast," and several articles in the press

WHERE TO FOLLOW Facebook, YouTube, Instagram, LinkedIn, X, predictableprofits.com

sustainable growth

"C-level executives typically ask themselves three questions: 'How do I grow my company faster? How can I create more predictable revenue in our company? How can I make the company less dependent on any one person (including myself)?' The Predictable Profits Operating System addresses these problems with three main components — setup, sales, and scale — and nine subcomponents that have been the biggest drivers of continued successes."



David Lesser

COACHING 35 years

EXPERTISE Coaching CEOs; empowering leaders to discover their gifts, strengths, and talents and create the most conducive setting to express them

SWEETSPOT Guiding people through transitions in careers, relationships, and skillfulness to find purpose, fulfillment, effectiveness, and contentment

C-LEVEL EXPERIENCE Formerly CEO of a \$100-million, London-based real estate and construction group and executive director of a \$40-million worldwide not-for-profit operation

IMPACT WORK Coached leaders of 501(c)(3) and B Corporations; work with Real Leaders

PUBLISHED The Numina Blog; Numina coaching app on Apple and Google app stores; Numina Self-Guided Transformation Retreat on Amazon; interviewed on the podcasts “City Confessions” and “The Big Move” and by *Elle* magazine

WHERE TO FOLLOW LinkedIn, Instagram, numina.team

tactical transitions

“I find everybody’s challenges can be understood as a transition of one kind or another, from an old mindset that no longer serves to a fresh mindset that enables the person to empower their people more potently. The challenge is to see the people in your team — to really see who they are and what makes them tick, to see qualities of character in them that they have not yet seen for themselves — and then to let them know that you see them. To guide someone through a crucial transition, I find we need to be clear about these steps: 1. the want or intention; 2. the obstacle or pain; 3. the catharsis or realization; 4. the go-forward commitment or action.”



Ari Meisel

COACHING 11 years

EXPERTISE Helping entrepreneurs and executives become more replaceable, covering areas of leadership, communication, business optimization, personal productivity, and mindset

SWEETSPOT Supporting businesses across all stages and industries, from pre-revenue to billion-dollar enterprises; giving people back their time

C-LEVEL EXPERIENCE Filled the roles of CEO or COO for a dozen companies

IMPACT WORK Involved with several impact organizations, including a health care startup in Bangladesh, a company combating food insecurity, and numerous first-responder organizations

PUBLISHED 12 books, including *Less Doing, More Living, The Art of Less Doing, The Replaceable Founder, and On Productivity*; produced 500 episodes over an eight-year span for the “Less Doing” podcast; recently launched the “Everlasting Business” podcast

WHERE TO FOLLOW LinkedIn, Instagram, X, Facebook, lessdoing.com

reaching replaceability

“Many of my clients struggle with feelings of overwhelm and a lack of transparency. They often find themselves becoming bottlenecks in their own businesses. It’s important to make them — and everyone in their organizations — more replaceable to facilitate smoother operations.”



Heather Monahan

COACHING 5 years

Expertise Sales and leadership; mostly coaches around revenue generation and advancing leaders

SWEETSPOT Working across many industries, gleaming best practices and spotting trends; 20-year background in media exposed him to various industries, from health care to automotive and beyond; over the last five years as a consultant and coach, worked with C-level executives in technology, petroleum, and the financial industry

C-LEVEL EXPERIENCE Over 14 years, was advanced from vice president of sales to executive vice president of sales to chief revenue officer; during her tenure, doubled the company's annual billings from \$100 million annually to more than \$200 million annually in a declining marketplace; founder and CEO of her company, as well as a board member of Healthlynked Corporation

IMPACT WORK Maintained a board position with City Year Miami for a decade working to elevate inner-city youth; worked closely with her client Virtual Intelligence Briefing to launch its initiative of giving back by bringing clean water and resources to those in the most impoverished regions globally

PUBLISHED Self-published the book *Confidence Creator*; Harper Collins Leadership published *Overcome Your Villains*; podcast "Creating Confidence with Heather Monahan"

WHERE TO FOLLOW LinkedIn, heathermonahan.com

customized advancement

"Every client is facing different challenges based on their own unique growth trajectory, industry, experience, and team. It's important to fully understand their current business model, challenges, and goals before offering strategy and insight. A customized approach to each individual ensures that their needs are met and goals are delivered promptly."



Eric Partaker

COACHING 10+ years

EXPERTISE CEO coaching and mentoring: helping CEOs scale companies and leadership while unlocking full potential

SWEETSPOT Coaches from experience in the trenches; rapid execution, blitzscaling, people management

C-LEVEL EXPERIENCE Advised Fortune 50 CEOs since with McKinsey & Company; was a CEO for most of career, creating and growing a restaurant chain over a 13-year period

PUBLISHED *The 3 Alarms*

FOLLOW ON LinkedIn, ericpartaker.com

scaling successfully

“Scaling successfully is a timeless challenge. Time and time again, CEOs struggle not because they don’t know what to do, but because they fail to sequence and/or focus properly, try to do too much themselves, fail to zero-in on their zone of genius (and delegate or eliminate the rest), and/or don’t build a high-performing results-focused team. The best approach is to scale three pillars in parallel: you, your leadership, and the business. You must optimize all three pillars to reach your full potential.”



Julia Pimsleur

COACHING 8 years

EXPERTISE Scaling, leadership, mindset, sales, and working with boards and multiple stakeholders on managing up; trained neuro-linguistic programming coach

SWEETSPOT Women entrepreneurs looking to grow their businesses, make significant shifts and overcome limiting beliefs

C-LEVEL EXPERIENCE Built a multimillion-dollar business in the language teaching space from scratch and sold it; the direct-to-consumer multimedia company helped millions of young children to learn a second language on any screen of any size anywhere; raised \$6 million in venture capital

IMPACT WORK Started a social venture that is part for-profit, part nonprofit called Million Dollar Women; The nonprofit is Million Dollar Women Fund, which raises money from foundations, corporations, and individuals to have funds available to help women of color entrepreneurs who typically make less money and have less access to capital to take her programs for half the cost; graduated 100 women of color entrepreneurs from her programs

PUBLISHED Books *Million Dollar Women* and *Go Big Now*; former podcast “Million Dollar Mind” turned into live show on LinkedIn, “Go Big Now Live”; sales training tips videos on YouTube channel

WHERE TO FOLLOW LinkedIn, Instagram, YouTube, juliapimsleur.com, millionwomen.com



mindset shifts

“I’m hearing concerns from C-level executives about accessing capital to grow a business in a tough economy. I’m also hearing they are having challenges with the new hybrid work culture and figuring out how to manage them and keep that same powerful culture that they had before the pandemic. The three top challenges I hear from my clients, regardless of the economy, are: First, how to build a scalable business, that they’re making money but working way too hard, and that they don’t want to continue growing the business in this way. The second challenge I hear a lot is how do I make sure I have the right team and become the manager and leader that I need to be in order to grow the business and continue to motivate and expand my team. And then the third thing is really managing the finances and making sure that they have the right capital to grow. It’s key to do a lot of work around culture building and having the right systems and processes. Is there a more efficient, scalable way to grow it? You want to determine what you’re trying to achieve, why you haven’t been able to achieve it, and dig into some of the mindset issues.” ■

—*Real Leaders staff*