



PRESBURY & ASSOCIATES, LLC

Executive Coaching | Leadership Development | Team Effectiveness
We help you reach your peak potential and performance

OUR FIRM

Presbury & Associates specializes in identifying high potential leaders at all levels and coaching them for peak performance in today's challenging business environment.

SERVICES

- ⇒ **Executive Coaching**
- ⇒ **High Potential Identification and Development**
- ⇒ **Executive Assessment for Selection, Development and Succession**
- ⇒ **Team Assessment and Development**
- ⇒ **Accelerated New Leader Onboarding and Transition Support**
- ⇒ **Leadership Training and Off-sites**

CHALLENGES WE HAVE SOLVED FOR CLIENTS

Find an internal replacement for a top job-quick! Declining performance in a promising business created an urgent need for a new president from within. However, the potential successors were at least two years from being ready!

Success: Identified the strongest candidate and with accelerated coaching elevated the person to the top job in 8 months

Save a high potential leader who is failing in a new job! Although successful and liked in the past, current peers and direct reports were finding the rising star "hard to work with".

Success: Identified the leader's overused and missing skills. We combined coaching from our firm with peer coaching to repair the working relationships. Follow up feedback showed all parties viewed the leader as a valued collaborator on the senior team and an effective department head.

A business lacked the leaders needed to expand with its rapidly growing market! Successors for key leader positions were constantly dropping off the HIPO and succession lists. Senior management could not agree on who had the strongest potential to fill key jobs.

Success: Developed a leadership model and process to assess for general management/executive-level leadership. 70% of the candidates were performing, advancing successfully under the new approach.

Team of managers in conflict! A difficult reorganization which merged formerly independent, global divisions created friction between three key executives. Their performance was suffering and it was leading to poor morale in the whole organization.

Success: *We helped them to redefine their mission as a team and identify how to leverage their natural strengths and differences to fulfill the mission of driving renewed growth for the organization.*

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SOME OF THE FIRMS WE HAVE SERVED

Aviation Week	Maritime Aquarium at Norwalk
BusinessWeek	Pitney Bowes
Capital IQ	Platts
McGraw-Hill Education	Save the Children
McGraw-Hill Professional Publishing	Standard and Poor's

CERTIFICATIONS

Our firm is skilled in a range of powerful assessment and development tools. We tailor the tools to your unique situation. Among the tools we use are:

- Hogan Personality Assessment Series
- EQ-I Emotional Intelligence
- DISC
- MBTI - Meyers Briggs Type Indicator
- Leadership Mirror – DDI
- Targeted Selection/Behavioral Interviewing – DDI
- Profiler – PDI
- Gallup Q-12 Engagement Survey
- LIFO Interpersonal Styles
- Leadership, Career and Learning Architect Suites-Lominger
- Social Styles – Tracom
- Career Achievement Interviewing & Assessment
- Positive Influence and Negotiations – Situation Management

OUR PRINCIPAL



Chuck Presbury is the Founder and President. He has over 30 years of experience in senior human resource management and leadership development roles in a variety of firms including SCM, Preferred Health Care, NBC, Pitney Bowes, and the McGraw-Hill Companies. Over his career firms have entrusted him with developing key leaders who are capable of leading the transformation and growth of their businesses to attain market leadership under any competitive conditions.

Chuck is also an Adjunct Professor at the Jack Welch School of Business at Sacred Heart University in Connecticut. He is a member of numerous professional groups including the National and NY Human Resource Planning Societies, Connecticut and National Societies for Human Resource Management, New Talent and Development Network and the NY Coaching Coalition. He sits on the advisory boards of Executive Development Associates, a consulting firm and thought leader in executive talent development, and the Kent State University Knowledge Management Graduate program. Chuck is a Co-Executive Director of the Talent and Leadership Development Network run by Executive Networks, one of the largest organizers of communities of practice for HR practitioners. Chuck received his BA from Holy Cross College and his MS from Columbia University.

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