



# EXECUTIVE COACHING

Our mission is to partner with your organization to build leadership effectiveness, particularly in the areas of getting results, being strategic, and building capability. Change leadership and executive communication are two major underpinnings that we focus on with our clients.

Ben Porter and John Parker Stewart are among the most successful and experienced executive coaches in America. Both Ben and John are supported by a cadre of professional coaches each having served in leadership development positions and possessing extensive coaching experience.

## Benson L. Porter



### Senior Partner

Ben Porter has over 23 years of "real world" executive development experience, holding executive-level positions with Fortune 50 multinational companies. He led Lockheed Aerospace's total quality effort and was corporate Director of Organization

Effectiveness for Amoco, where he worked closely with the chairman to design and implement the company's organization-wide renewal process. Later, as Vice President of Organization and Leadership Development for PepsiCo Foods International, Ben was responsible for implementing a variety of human resource management systems to build worldwide leadership for PepsiCo.

When Ben was Vice President of Organization and Leadership Development for AlliedSignal, he started up their new corporate Learning Center, created the company's flagship senior executive programs, oversaw executive recruiting, directed human resource planning, and managed leadership development. He has created

scores of workshops on leadership, change management, and building people capability. After earning a BA in Organizational Behavior and an MA in Human Resource Development from Brigham Young University, Ben completed several years of doctoral work in Applied Behavioral Science from the University of Southern California.

Since founding LeaderWorks, Ben has worked with world-class Fortune 500 corporations and currently runs Executive Development Programs for companies such as Honeywell, General Motors, and Eaton. He has coached hundreds of senior level executives, and has created and delivered numerous programs in the areas of leadership effectiveness, change management, and executive communication.

John Parker Stewart has over twenty-five years of executive coaching, speaking, writing, and consulting experience.

After attending the University of Colorado and Brigham Young University, John completed his Masters thesis in London where he studied the British Parliamentary System. He taught and worked on his doctorate in organizational behavior at Michigan State University. Additional doctoral work on executive performance was completed under Peter Drucker at the Claremont Graduate School of Business. John headed human resource development for 26,000 employees at Lockheed Missiles and Space Co. He later moved to corporate where he worked with Lockheed divisions worldwide and initiated, designed and

taught the prestigious Lockheed Executive Institutes. In 1980, John created his own consulting firm and, as senior partner for LeaderWorks, continues to travel extensively coaching and training Fortune 500 executives.

John has successfully coached hundreds of senior executives in communicating effectively, leading change, and building a cohesive organization. Some of John's many honors include receiving the American Society for Training and Development National Trainer of the Year (Trainer's Choice Award) for two consecutive years; creating two award winning training videos: "Team of Champions" and "Keys to Employee Commitment;" being the only consultant hired simultaneously at Johnson Space

## John Parker Stewart



### Senior Partner

Center Houston by all major NASA contractors; training all supervisors, managers and executives at Kennedy Space Center over a twelve-year period; and being consistently ranked as the most effective speaker or trainer his clients have ever had.

**LEADER  
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# EXECUTIVE COACHING

The Executive Coaching process is a powerful set of actions designed to identify high-leverage improvement needs, create customized development plans that will build critical success competencies, and provide ongoing coaching to ensure the successful implementation of the plan. World-class

coaches, Ben Porter and John Parker Stewart use a holistic and personalized approach to understand the overall strengths and weaknesses of the client and enhance his/her unique leadership style. The coaching process usually occurs over a three to twelve month period.

*"Ben Porter's corporate experience has brought valuable perspective and insight to the executive development work he has done for us. His assessment and coaching process is thorough, hard-hitting and impactful in very positive ways."*

Arthur Blank  
Former Chairman of the Board  
The Home Depot

*"At Kennedy Space Center, John Parker Stewart taught us how to manage the complex, high-risk space shuttle launch preparation process, and to do so at almost half the cost – saving hundreds of millions of dollars a year. This resulted in the first "100" performance score in KSC's history. John continues to advise me today as I transition from government to industry."*

Jay F. Honeycutt  
Former Kennedy Space Center Director (CEO)  
President, Lockheed Martin Space Operations Co.

*"Ben Porter has done a masterful job designing and running our executive programs for the past several years. The programs have accelerated the personal learning of our executives, strengthened our culture and added value to the corporation."*

Larry Bossidy  
Former Chairman & CEO  
Honeywell/AlliedSignal

*"John Parker Stewart is an Olympic Class Coach in the game of individual and organizational success! He can turn Peter Drucker's sage advice into reality in your own shop. I have experienced unbelievable success with John's help for almost twenty years."*

W. W. Brett  
Program Manager  
Raytheon

## OUR APPROACH

Our approach is uniquely designed to accelerate the development of:

- Leaders who have been given the charge to drive a large scale organization change effort
- Senior-level executives being developed to take on new or expanded roles and responsibilities
- Leaders needing developmental fine-tuning or interpersonal recalibration
- Talented executives wanting to sharpen particular leadership skills or selected by top-management for development opportunities
- Key technical/functional individuals being groomed to move into a general manager's role

**1. Initial Contact and Agreement:** Meet with the client and identify the opportunities for development.

**2. Data Gathering & Analysis:** Use a carefully tailored approach of one-on-one interviews, instrumentation, and video taping to assess the client.

**3. Feedback & Development Planning:** Create and implement a personal development plan. Coach and offer candid feedback.

**4. Ongoing Follow Up & Coaching:** Periodically follow with the client and offer coaching as needed. Be available for special circumstances and events.



# EXECUTIVE COACHING

## EXPECTATIONS

### What You Can Expect From Us:

- **Perspective:** Because of our experience in senior level positions at high performance organizations, and from twenty plus years of consulting for global Fortune 500 companies, we offer time-tested expertise and a results-oriented perspective.
- **Confidentiality:** We frequently hear sensitive information. It is our law of the jungle—we never break confidences.
- **Candor:** We provide honest, realistic, and challenging feedback. You will never accuse us of perpetuating the "emperor has no clothing on" syndrome.
- **Rapport:** We know how to connect with clients and create a trusting relationship where learning is valued.

## SERVICES

### Executive Coaching

- Leadership Effectiveness
- Executive Communication
- Change Management

### Programs & Workshops

- Leading Change for Results
- Executive Communication
- Building Leadership Capability
- Employee Commitment
- Work-Life Balance

### Project Consulting

- Performance Management
- Team Development
- Human Resource Planning
- Talent Management

## PARTIAL CLIENT LIST

Airport Group International  
AlliedSignal  
American Cast Iron Pipe Co.  
AT&T Broadband  
Avery Dennison  
Axcelis Technologies  
Babcock & Wilcox  
Boeing  
BP  
Celanese  
Chevron  
Cisco  
Columbia University  
Creedence Systems  
Duke Energy  
Eaton Corporation  
EG&G  
GaSonics International  
General Electric  
General Motors

Grainger  
Hughes  
The Home Depot  
Honeywell  
IBM  
Idaho National Eng. Env. Labs  
Ingersoll-Rand  
INSEAD  
Intel Corporation  
Johns Manville  
Johnson Space Center-Houston  
Kaiser Permanente  
Kennedy Space Center-Florida  
Lockheed Martin  
Marshall Space Flight Center  
NASA  
National Management Assoc.  
Nevada Bell  
Nortel Networks  
Northrop Grumman

Pacific Bell  
Pan Am Aerospace  
Parsons Engineering Science Inc.  
Penn State University  
Raytheon  
Rockwell  
Royal Bank of Canada  
Royal Dutch Shell  
Rucker Fuller  
Rust International  
Science Applications Int.  
Stennis Space Center  
Telesis Mgmt. Institute  
Thiokol  
Toshiba  
United Space Alliance  
University of California at Davis  
University of Pennsylvania  
U.S. Air Force  
U.S. Department of Energy