



We help individuals and organizations to thrive  
in the face of rapid change, risk and uncertainty.

## COACHING AND DEVELOPMENT

Richard Martin helps excellent executives become world-class leaders. He has been leading people and teams for over 25 years, in everything from technological project management to military peacekeeping operations. He combines this hard-won experience with a deep understanding of people and their needs, as well as the theories behind motivation and influence. Let Richard Martin be your Chief Leadership Advisor !

### Individual Leadership Coaching

- ▲ We help excellent executives become world-class leaders.
- ▲ Our focus is on helping to build practical leadership skills and provide advice that is tailored to the needs of the person and the situation.
- ▲ We can work directly with clients seeking improvement, or with individuals who are referred by their supervisor for developmental purposes.
- ▲ The coaching can be fully confidential or involve varying levels of consultation with supervisors, as well as progress reporting.
- ▲ Remote coaching options are available through email, telephone or fax.

### Team Performance Coaching

- ▲ We can help teams get over obstacles and resolve conflicts.
- ▲ We can facilitate team building, either through purpose-designed activities or in the course of the team's normal functions.
- ▲ We emphasize collaboration, communication and teamwork to achieve high performance and goal attainment.

### Corporate Leadership Programs

- ▲ Design and implementation of in-house coaching and mentoring programs for businesses and other organizations.
- ▲ Design and delivery of leadership training programs, including train-the-trainer packages.
- ▲ Help with succession planning, including design of selection and developmental criteria.

*"We really appreciated your insight on leadership and crisis. I want to share this with my people, especially our municipal senior management."*

George Friesen  
Manager, Dryden Regional Airport

*"Even more important than the quality of his analytical work, though, is Richard's proven ability to motivate and lead teams of specialists and professionals in the execution of complex and often highly emotional projects. The bottom line is that Richard Martin knows how to lead in demanding and high-pressure situations."*

Colonel Michael Jorgensen  
Canadian Forces

*"Richard Martin is an expert in the field of leadership and decision making in emergencies."*

André Gagnon CD, CEM  
Emergency Management Program,  
CÉGEP de Drummondville