

# Executive Coaching and Strategic Consulting

## Services and Programs



# About

Simier Partners is an **executive coaching** and **strategic consulting firm** with international reach. We partner with organizations, C-suite executives, boards and leadership teams to develop global talent while offering industry insights, business acumen and cross-cultural expertise.



Executive Coaching



Strategic Consulting



Team Development



Professional Assessments

# Client Industries



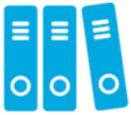
# Recent Engagements



Worked with an executive of a major **commercial bank** to develop leadership profile, overcome cross-cultural challenges and create roadmap for a transition to a senior leadership position.



Provided C-suite executives of a **global investment bank** with media and presentation training.



Retained by Global Chairman of a **global law firm** to provide strategic advice and executive coaching for senior leadership, practice group leaders and individual partners.



Retained by CEO of a **multinational food and beverage company** as he transitioned from Europe to his new position in the US, with a focus on team development and company growth.

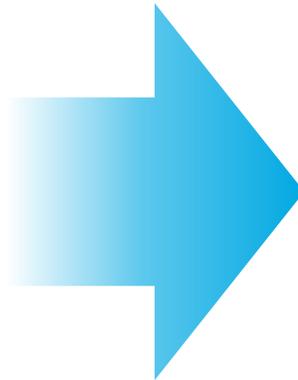


Partnered with Chairman of the Board and C-Suite executives of a **technology start-up** during team restructuring to determine blind spots, develop leadership skills and enhance communication.

# Customizable Programs

## Focus Areas

- Women's Executive Leadership
- Personal Branding
- Team Dynamics
- Diversity and Inclusion
- Executive Communications
- Board Dynamics and Governance
- Cross-Cultural Agility
- Client Engagement & Retention
- Business Strategy and Planning



## Methods & Tools

- 1:1 and Team Coaching
- Professional and Organizational Assessments
- Tailored Workshops
- Role Play and Mock Interviews
- 360° Feedback Reviews
- Onsite Observance and Support
- Surveys (Client, Executive or Staff)
- Ongoing Program and Implementation Support

# Benefits to Organizations



## Business Impact

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Support leadership vision and strategy

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Strengthen brand equity internally and externally

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Refine cultural fabric through top-down tactics

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Improve client development and retention

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Streamline communications and workflow

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Mitigate origination and compensation issues

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Foster multijurisdictional collaboration

# Program Overview: Leadership and Cross-Cultural Coaching

## Objectives

- Develop global leadership competencies
- Hone different leadership styles
- Effectively engage multinational teams
- Establish a global mindset
- Cultivate cultural self-awareness
- Develop cultural agility
- Effectuate dynamic collaboration

## Program

- Customized coaching and consulting services
- 1:1 coaching sessions (six month minimum recommended)
- Onsite observance and group support
- Assessments (e.g. leadership style; 360° feedback)
- Status reports and recommendations
- Ongoing access to coaches

## Impact

- Foster multijurisdictional collaboration
- Integrate lateral and global leaders
- Refine cultural fabric
- Elevate executive leadership
- Promote governance and vision
- Improve operational efficiency
- Develop team building

# Program Overview: Executive Communications Training

## Objectives

- Strengthen oral presentation skills
- Develop awareness of non-verbal communication
- Hone and tighten messaging
- Practice tactics for navigating various interactions
- Polish executive presence

## Program

- Multi-day training
- Tailored kickoff presentation
- Individual training sessions
- Role-play exercises
- Real-time feedback
- Supporting materials
- Ongoing access to media coach for tips and feedback
- Option for ongoing 1:1 coaching

## Impact

- Streamline communications and workflow
- Bolster interpersonal dynamics
- Foster increased collaboration
- Enhance client engagement
- Improve business development practices
- Elevate executive profiles

# Program Overview: Personal Branding Workshop

## Objectives

- Sharpen and refine your personal brand
- Articulate where your expertise and market needs meet
- Define your unique advantage
- Hone your elevator pitch
- Develop awareness of how your brand is communicated
- Learn the skills and practices to effectively manage your brand

## Program

- Group workshop; up to 12 people
- ½ to 2 day format
- Interactive sessions
- Brainstorming discussions
- Guided individual and team activities
- Worksheets and custom materials
- Workshop followed by 1:1 coaching

## Impact

- Heighten visibility
- Bolster executive presence
- Enhance self-awareness
- Increase profitability
- Improve productivity
- Achieve greater purposefulness and satisfaction

# Community Engagement



**Forbes**

## **Roadmap for Success: Women and Executive Leadership**

*By Claire Simier – January 2019*

“As a woman rising in today’s executive workforce, you need every edge you can get. While studies continue to underscore positive correlations between companies with gender diverse leadership teams and profitability, women executives are still far scarcer than their male counterparts. **Women executives can create a clear and compelling professional roadmap to pave the way for future growth in executive roles.**”



## **American Chamber of Commerce (AmCham) France**

*Paris, France – February 2019*

**Claire Simier recently spoke to the Women’s Committee** about critical areas of women’s professional development in an ever-evolving global economy, including effectively communicating with superiors and key stakeholders and managing cross-cultural, generational, and gender challenges. The group discussed common challenges women face in advancing to executive positions and practical strategies they can use to increase their visibility and professional profile to position themselves for success.



**WOMEN  
INITIATIVE  
FOUNDATION**

## **Women Initiative Foundation: benefits of mentoring**

*New York, NY – February 2019*

**Claire Simier recently spoke at The Women Initiative Foundation’s “Benefits of Mentoring” breakfast.** Claire shared insights alongside Patrizia Paterlini Bréchet, founder of Rarecells Group, about their experience working together within the mentorship program. The WIF mentorship program establishes customized mentoring relationships aimed at helping women executives and entrepreneurs successfully navigate the transatlantic economy.

# Client Testimonials

“

No matter how good you are at your job, you can always do better. I hired a coach at Simier Partners to help me drive my team where I wanted them to go. I needed a catalyst for change, and I found it at Simier Partners.”

— *Managing Partner, Financial Institution*

“

My coach at Simier Partners is helping me lay the foundation to confidently step into a leadership role through practical guidance and strategic planning. In this defining moment of my career, having a coach help create a clear path towards accomplishing my goals has been invaluable.”

— *Chairwoman, Global Law Firm*

“

Simier Partners Consultants are my trusted advisers. When I encounter roadblocks, I know I can pick up the phone and talk through whatever obstacle I am facing. I attribute a lot of my success in navigating difficult situations to Simier Partners.”

— *Board Member, International Corporation*

# Consulting Partners



**Claire Simier**  
Managing Principal, Executive Coach  
New York, Paris

Claire Simier is the Founder and Managing Principal of Simier Partners. She is an executive consultant and coach with two decades of hands-on business management and operations experience. She has served as a principal advisor and thought partner to senior leaders in the legal, financial, government, healthcare, consumer goods, life sciences, and real estate industries. Claire has designed, developed and implemented strategies for organizations facing international competition and assisted executives achieving dynamic change. She focuses on assisting executives who face cross-cultural challenges.



**Lee Woodruff**  
Media & Communications Coach  
New York

Lee trains executives in media and communications skills, helping them to sharpen their message, connect with their audience. Lee uses a hands-on approach, employing role-playing with real-time interview and speaking scenarios to help executives improve their delivery. She is a renowned public speaker, the author of three best-selling books, as well as a successful journalist. She was a contributing reporter for ABC's *Good Morning America* and CBS *This Morning*.



**Claire Thomas**  
Executive Coach, Consultant  
London, New York, Scottsdale

Claire is focused on helping executives develop their leadership style and build stronger emotional intelligence skills. Her work emphasizes organizational alignment, as well as building and retaining high performance teams. Claire has more than 20 years' international experience working for Fortune/FTSE 500 companies, where she built a strong track record serving as a Senior Leader in complex operational businesses and gained a reputation for delivering exceptional results.

# Consulting Partners



**Tanya Faude-Koivisto**  
Executive Coach, Consultant  
New York

Tanya holds numerous degrees in the field of psychology, specializing in organizational development. She tailors client programs through systems thinking, psychology, neuroscience, and intercultural dynamics. Tanya's international experience and perspective comes from having lived in Germany, France, Spain, Switzerland, the US East and West Coasts, and having worked in a global setting for 20 years. She holds a dual US-German citizenship and speaks German, English, French and Spanish.



**Jim Frawley**  
Executive Coach, Consultant  
New York

Jim works with executives and teams who are looking to reach higher levels of accomplishment through improved leadership, presence and performance. He is a former radio talk show host, an award-winning public speaker and a financial industry expert with over 15 years of experience. His clients transcend multiple industries, including legal, financial services, marketing and public relations, healthcare and higher education. He helps clients foster effective team dynamics complimentary to their industry culture.



**Jay Harrington**  
Executive Coach - Legal  
Michigan

Jay Harrington focuses his coaching practice on helping lawyers to develop the skills, mindsets, productivity habits, and business practices necessary to build meaningful books of business. He works with individual lawyers and groups of lawyers on a number of issues, including personal brand development, building niche practice/industry specialties, growing networks, and positioning oneself as a thought leader. His practical, proactive, and interactive executive coaching style helps lawyers make thoughtful and intentional decisions about their business development activities.

# Consulting Partners



**Hayato Yasuzawa**  
**Executive Coach, Consultant**

Tokyo

Hayato specializes in cross-cultural executive training, particularly the challenges that individuals and employers face when sending executives overseas. He is a bilingual Certified Coach and MBA with more than 15 years of experience alongside C-level executives at international companies doing business in Japan. Prior to becoming an executive coach and consultant, Hayato served as Group General Manager-HR of North Asia for Fonterra. He was previously a consultant at both Deloitte Consulting and PwC, and worked as a Learning & Development Manager for MPG in Abbott Japan.



**Linzy Schaller**  
**Executive Coach, Consultant**

Geneva, Paris

Linzy works with global C-suite executives, high potential leaders and teams to identify individual performance factors and evaluate the interpersonal team dynamics and culture. She specializes in helping clients recognize strengths, identify opportunities and address diversity in their organization. Based in Europe, Linzy has direct experience conducting business in more than 20 countries. Previously, Linzy was a World-Wide Trader for a global supply and logistics company, giving her broad exposure to business cultures around the world.



**Julie McAlinden**  
**Business Coach, Consultant**

New York

Julie has over a decade of experience in business strategy and administration, having held positions within the legal, consulting, and publishing fields with both small businesses and global firms. She holds a MBA and is a Myers Briggs Type Indicator practitioner and coach. She utilizes the assessment to help clients build a framework for professional development goals. She partners with organizations in creating and implementing strategic planning, marketing, business, and professional development programs.