



Our high-impact executive leadership sounding board service is an opportunity to engage in a private and personal dialogue with a seasoned consultant and executive coach. We like to work with executives across a range of imperatives, issues and topics, where there often aren't easy answers.

Much is written about the loneliness of leadership. Effective leadership has never been more challenging. Economic conditions are tough, yet the demands for performance are as high as ever. The global economy is fraught with uncertainty, and the nature of this uncertainty is becoming increasingly volatile. It's more difficult to plan, predict and execute effectively. The pressure on businesses and leaders is unprecedented. More often than not, executives must make hard decisions with imperfect information, without the benefit of an independent, experienced coach to bounce things off - a sounding board when it is needed most, for support, clarification, new perspectives and options.

We focus on the essential advisory role designed to help leaders succeed and grow. We bring the experience and skill of the seasoned management consultant and coach, who is able to work in a personal and confidential manner, and who has deep expertise in grappling with the complexity of business and strategy. We go beyond the role of the classic coach, who often isn't able to pay sufficient attention to the strategic context. We also go beyond classic strategy development, where the consultant often doesn't focus on the personal challenges of leadership and alignment.

We are passionate about growing leaders and organisations. Guided by the requirements of the executive, our dialogue is able to cover the broad range of topics and themes that keep leaders awake at night, such as:

- Leading with vision
- Engaging with strategy
- Setting direction
- Assessing opportunities
- Making trade-offs
- Building resilience
- Getting buy-in
- Maximising performance

- Optimising focus
- Aligning and changing culture
- Developing talent
- Finding purpose
- Realising potential
- Enrolling stakeholders
- Leading change
- Delivering results

Our sounding board service is a private, personal, one-to-one relationship with each executive. Where appropriate, and subject to agreement, we bring in others in our team who can supplement and enhance the experience with specific insights and expertise.

To take advantage of this service, please send us a mail or give us a call. You can find out more about us and our approach to leadership, strategy and organisational development at <http://www.icgrowth.co.za>.

Dr Grant Sieff  
CEO

