

How **James** Saw an Immediate, Impactful ROI Working with **Scoutenger Executive Coaching**

➔ The Challenge

James was navigating change and uncertainty at the executive level

James McCarthy is a humble, hard-working, and successful executive. He's any employee's dream team leader and every CEO's ideal executive. James is 100% committed to his team and the organization, the epitome of a team player. He injects human connection into his job and is the perfect example of a leader who leads with his whole heart.

Even at the executive level, there are periods of uncertainty. For James, it came in the form of an executive leadership change that created challenges for him both personally and professionally. With brand new leadership, he was unsure of where he stood or how he was perceived. So after years of establishing himself within the company, he suddenly needed to justify and re-establish himself, even after having notable success.

Shortly after that, the company was sold, and James met additional challenges with the acquisition process. The situation was entirely out of James' control, and the future was unclear.



“Great coaches can see the entire playing field, which is why they're so valuable. Having the ability to relate an individual in a situation and scenario to something bigger and broader because she's seen it, experienced it...that's Jennifer's superpower.”

James McCarthy, SVP, World Wide Sales, Digital Guardian



→ The Solution

James experienced extremely rewarding benefits with executive coaching

When James learned about executive coaching from Jennifer, he decided to try. They began working together just as James was experiencing the shift in leadership. Executive coaching was so influential for James from the start that he wanted to continue and see where it would take him.

“I always tell my clients that understanding your value as a leader is as simple as recognizing what would not have happened without you.”

Jennifer Durbin Tuffy, MBA, ACC

Their coaching sessions also guided James through the company’s acquisition. However, the coaching was less organizationally focused and more focused on his personal development during this time.

An essential thing about executive coaching is that Jennifer doesn’t provide actual solutions. She walks with her clients and explores what solution is best for them.

Jennifer gave James different tools to put control back into his own hands during such times of uncertainty, and for him, that was not only eye-opening but truly powerful.

Scoutenger Executive Coaching



Jennifer Durbin Tuffy, MBA, ACC
Founder of Scoutenger
Executive Coaching

Jennifer Durbin Tuffy is an Executive Coach and Founder of Scoutenger. She is passionate about helping leaders who have achieved professional success find the fulfillment they seek. Jennifer believes that coaching is a genuine partnership from which your true potential can be uncovered.

Her coaching sessions are catalysts for change and leadership growth, a confidential space for candid conversations about strengths, achievements, and struggles.

Through an introspective journey, Jennifer helps leaders discover what is truly holding them back, facilitates developing an action plan, and provides accountability and support to achieve their goals.

“The magic of coaching is that it enables the client to solve their own problems.”

Jennifer Durbin Tuffy, MBA, ACC



➔ The Results

After just one coaching session with **Jennifer**, **James** saw immediate results, understood firsthand the value of coaching, and began to enhance his leadership qualities

After their first session, James instantly walked away with actionable steps to implement. Over the next 14 months, they developed other concepts to strengthen his leadership abilities.

“She helped me be a better executive after one session.”

Executive coaching chartered James through his trying times, and he emerged with more confidence, learned how to take control of things throughout the day, and discovered leadership on a new level.

Because of Jennifer, James can better trust himself and his instincts. He’s learned to recognize his strengths and worth and has gained confidence as a leader.

“Jennifer was very skilled at helping me establish credibility inside my own head.”

James continues to appreciate and believe in the powerful coaching process—so much so that he still works with Jennifer and even referred her to other executives in his company whom he thought would find tremendous benefit.

Jennifer not only has her own experience and vast background, but she’s also communicating with multiple other executives.

“Her executive coaching community becomes valuable in and of itself as an ecosystem.”

The executive world is ever-changing and having a touchpoint (Jennifer) to keep things realistic is indispensable.

Executive coaching with Jennifer is unquestionably worth the investment.

“I do believe I have helped him see in himself the strength and leadership abilities that everyone around him sees in him.”

Jennifer Durbin Tuffy, MBA, ACC

Ready to take your leadership to the next level?

Explore how Scoutenger Executive Coaching can benefit you at

www.scoutenger.com

Or schedule your **FREE** 30 min coaching session by contacting

hello@scoutenger.com