

Cora Lynn Heimer Rathbone,

Partner, Rathbone Results



Rathbone Results Unlocking Business Potential

Equipping Leaders, Teams and Organisations to Outperform

We know that today's business leaders need

- 1) People who deliver with maximum impact– agile, able to transition quickly into new contexts
 - 2) High performance teams that deliver exceptional growth – and the leaders who create those
 - 3) Cross-business collaboration to increase effectiveness and eliminate performance obstacles
 - 4) Fresh strategies and re-aligned organisations – because “the future isn’t what it used to be”
 - 5) Accelerated innovation and integration of acquisitions- to deliver incremental performance value
- For all of the above, you need people who are inspired and engaged, who feel valued to deliver their best.

So what do I offer? Two strands: one for individual leaders, one for leadership teams and organisations.

For Individuals: addressing points 1 to 5 at an individual level

Executive coaching: three packages

1 To increase self-awareness and build new habits

A series of 6 to 10 coaching sessions within a six to 12 month period to build momentum and drive action. Brief notes captured during each session create an “audit trail”, support reflection and enhance accountability.

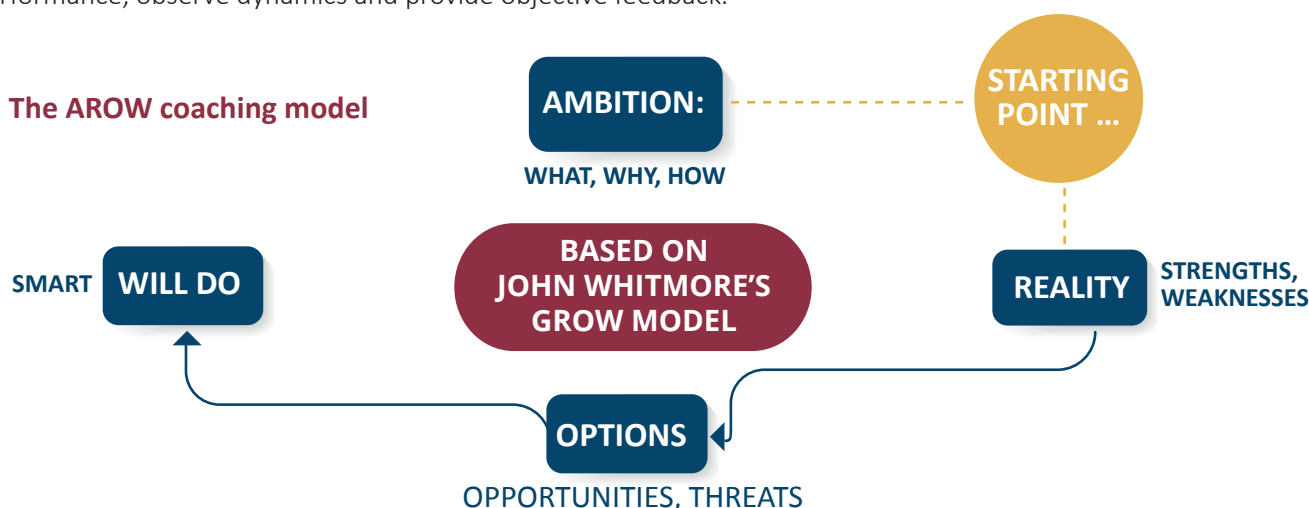
2 To benchmark personal preferences and impact on others, and to build emotional intelligence (EQ)

Accompanying the coaching sessions, use psychometrics and a self-administered 360° (using customised templates) to deepen awareness of personal impact on others, broaden awareness of others and raise EQ.

3 To raise contextual awareness and work on systemic, sustainable change

Additional to coaching sessions, facilitate two three-way meetings (coach, coachee, coachee’s boss) to align expectations and support, and run two team workshops with the coachee’s team to input towards higher team performance, observe dynamics and provide objective feedback.

The AROW coaching model



For Teams and Organisations: addressing points 1 to 5 at a collective level

Team-working and Team Performance – Sample Offerings

► **Shaping Strategy:**

Using our highly participative and proprietary approach, the “Strategic Scroll”, we facilitate team-and-stakeholder-led strategy planning sessions and document decisions for collective ownership.

► **Supporting Implementation:**

To ensure strategic initiatives are actioned and become business-as-usual, we team-coach and actively mentor and support those responsible for implementing agreed strategic actions.

► **Team Coaching, Facilitation and Restructuring:**

We work with teams and confidentially with team members to leverage diversity, values and culture, to raise trust and accountability for performance that delivers strategy.

Organisational Performance for Outstanding Results – Sample Offerings

► **Identifying Development Needs:**

To engage and equip for higher performance, we identify what your people and teams need to do differently and what skills/competencies they need to develop.

► **Designing & Delivering Bespoke Workshops:**

We partner you to tailor and deliver high-impact, action-learning sessions that leverage your culture, enhance capability, engage people for delivery of your business strategy.

Sample Rathbone Results Bespoke Workshop Topics

1. Leadership & Management
2. Change & Conflict Management
3. Vision, Mission, Values & Culture
4. Goals & SMART Objectives
5. Competitive Strategy & Value Propositions
6. Decision-Making & Risk Matrix
7. Coaching Conversations & Leader as Coach

8. Cross-National Diversity & Unconscious Bias
9. Innovation & Creativity
10. Resilience & Performance Management
11. Communication, Negotiation & Persuasion
12. Motivation, Delegation & Personal Preferences
13. Teamwork & High Performance Teams
14. Time Management & Prioritisation

Sample Rathbone Results Frameworks

The Strategic Scroll



The Rathbone Results Wheel of Success



Recommendations and Testimonials:

"Cora-Lynn is one of the best business partners I have ever worked with. Fully engaged and dedicated, she strives for excellence. A reference in her field of expertise." Marianne Pennaneac'h, HRD, Chanel

"Cora Lynn is an outstanding programme director. Cora Lynn develops leaders and has the ability to do this because she has exemplar natural leadership qualities herself and a vast wealth of experience to draw on. Passion, energy and commitment to excellence shines through her. Cora Lynn is a fantastic listener, shaper, coach, mentor and leader." David Fraser, Director, Oracle EMEA

"The management concepts Cora Lynn taught us in her own lectures are the most powerful I have ever discovered. I would especially highlight the "mission statement" concept and method. Since the end of the program, I have used it several times when I had to start a project or to brief a new team. This method helped me and my team a lot to handle difficult positioning issues, and to set up a shared action plan to put the team back on the right track." Helene Autrand, Strategic Manager, Orange France Telecom

"Working together with Cora-Lynn helped me to successfully do my transition into my new role in the UK. Her listening and mindful challenges to my ideas improved my thoughts on how to set up the change plan for my organization as well as how to lead, influence and inspire the people I'm working with. One of the key takeaways from our conversations: Make sure, you set up the right balance between your professional, personal and private life to keep your energy level high!" Ingo Perizonius, People Development Director, EDF Energy

"Cora Lynn is a wonderful talent when it comes to

understanding the situation, adapting quickly to what is needed and then responding effectively. A commando business consultant if there ever could be such a thing." Dr S Shackleton, Deputy Chaplain of the Fleet, UK Royal Navy.

"Cora Lynn has a rare ability to combine razor sharp insight with a deep business savvy often missing in an academic environment. She easily grasps the big picture whilst providing solutions for the granular issues faced by SMEs as well as global brands." Anthony Tattum, MD, Big Cat Agency

"Cora Lynn devised and delivered for us a customised management and leadership programme which has been and will continue to be , incredibly helpful in assisting the business to continue to grow and help people to reach their potential. I am very happy to recommend her if you are looking for a good practical management development training and team building programme." Nigel Grice, Chairman, MDA Consulting

"If you're looking for a highly reliable, dedicated and focused business partner, then choose Cora Lynn. I experienced her commitment to the team and to the client, bearing in mind the attention to the excellence of results. She is also an insightful coach and mentor, with great empathy and a laser scanning ability!" Marion Chapsal, Chief Learning Officer and TEDx speaker

"Thank you for sharing your wisdom. Important elements are being used and making a difference for the benefit of [my organisation]." Coaching; CEO of a Global entity.

"Thank you for your leadership and excellent guidance. Honour to work with you and learn from your inspirational vision, approach and delivery." Board sessions; Chief HRD, global manufacturer.

Shall we start a conversation?



Profile:

Cora Lynn Heimer Rathbone, Partner, Rathbone Results



Passionate about unlocking the potential in individuals, teams and organisations to outperform.

Extensive experience working with senior leaders and leadership teams in the UK, Europe, Latin America and MENA region.

A 30-year management consultant and trusted advisor, facilitating Board and business-unit strategies, coaching executives and leadership teams, designing and delivering customized long-running leadership programs for globals including L'Oréal, Oracle, EDF Groupe, Orange France Telecom and Honda.

Author of three books [*The Planning Roundabout; Leadership Development Journeys; and Ready for Change?*] and numerous articles in leadership journals.

Career: Financial Analyst and Group Planning Officer for a subsidiary of a FTSE 100 company acquired by BP, Executive Development Director at Cranfield, Director of Executive Education at Aston Business School, Partner in Oliver Wyman /Mercer's global Leadership practice.

Education: BA in languages, MBA, Fellow GCMA, Tavistock-trained and ICF professional certified coach (PCC).

Roots: Born in Cuba, grew up in the US Virgin Islands, lived in Brazil, the USA, France and the UK, multicultural and multilingual (speak four languages and work in three).



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OR SEE MORE ON:

Webpage: <https://www.rathboneresults.com/our-team/cora-lynn-heimer-rathbone>

Sample Video: <https://www.rathboneresults.com/articles/engage-employees>

Equipping Leaders, Teams and Organisations to Outperform
Assuring you of my highest attention at all times