Your next reorg is *psychological.*

Confidential executive coaching for the leaders your company can't afford to lose, the relationships between them, and the teams they run. Led by Lisa Chen: a licensed clinician (LMFT #140374) with a Wharton economics degree, an early career in investment banking and trading, and senior management at Fortune 500 companies.

ONE LEADER · SIX MONTHS

Sponsored Executive *Coaching*

- Newly promoted or hired at VP or C-level
- A successor being readied for the next seat
- An exceptional operator whose impact on people is costing you
- The leader who can't let go of the work
- Promoted over former peers, or inheriting a team
- The leader who avoids the hard conversation

TWO LEADERS · THREE TO SIX MONTHS

Between Two *Leaders*

- Co-founders who have drifted apart
- A CEO and COO or CFO who agree in the room and undo it after
- A leader and a direct report at a standoff
- Two peers whose conflict has split teams
- Partners in a law, consulting or finance firm
- A new pairing, built well from the start

THE TEAM · HALF-DAY

Team Working *Session*

- A new leader at the top, in the first ninety days
- Two leadership teams after a merger
- The people who stayed after a reorg or layoff
- A leader's sudden exit
- A pivot, a cut, a new direction
- Silos and the meeting after the meeting

Clear for the sponsor. *Private for the leader.*

WHAT YOU SEE	WHAT STAYS PRIVATE
Goals, agreed in a three-way kickoff	What is said in sessions
Progress at ninety days, in a three-way review	Personal and health information
A closing summary against the goals	Any clinical referral
Team sessions: a summary of themes	Who said what

Talks and *workshops*

60–90 MINUTES OR A HALF-DAY · SIXTEEN TITLES, INCLUDING

Running on Credit. Burnout as a performance and retention problem.

Recovery as Strategy. Sleep, downtime and limits as performance infrastructure.

Attention Under Load. The practical core of mindfulness, without the retreat.

Letting Go. Delegation for leaders who built it themselves.

Repair. Every team ruptures. Strong teams repair faster.

Leading People Through Change. What a reorg does to the people who stay.

How it *works*

- Two or three behavioral goals, in writing, before we start
- Stakeholder feedback at the start and end, where useful
- For two leaders: a session with each, then structured joint work; confidentiality agreed in writing first
- Los Angeles in person, or by video nationwide
- Engagement letter and mutual NDA on request; invoiced to the organization
- Coaching and consulting, not psychotherapy or an EAP. Where a leader needs treatment, Lisa says so and helps them find it.

Book a 20-minute sponsor call: deepcrestleadership.com/organizations · hello@deepcrestleadership.com

Lisa coaches a limited number of leaders and teams at a time.