

Executive Coaching Overview

**Texas Strategic Leadership
June 19, 2024**

TSL Statewide Kickoff

LEAs and ESC TSL Teams: A room full of INCREDIBLE LEADERS





Elevate Your Impact

EXECUTIVE COACHING

REGION 16 
Education Service Center

Region 16 ESC Executive Coaching Team



Tanya Larkin, Ed.D.
Executive Director



Nathan Maxwell, Ed.D.
Associate Executive Director



Syd Sexton
Executive Coach
and TSL Lead



Lawana Pulliam
Executive Coach
and TSL Lead



Rene Cano
Executive Coach
and TIL Lead



Cassie Swan
Performance Management
& Data Analyst



Christine Scroggs
Assistant Director
of Executive Coaching



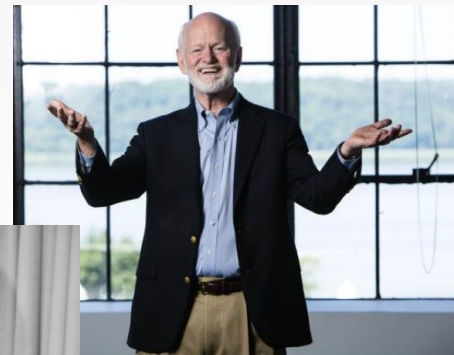
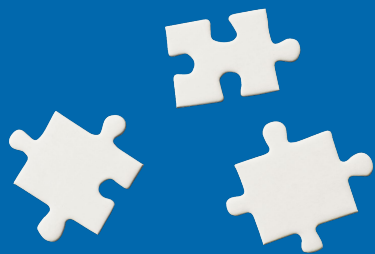
Stephanie Phillips, Ed.D.
Executive Coach

In Partnership With
Pathfinder Leadership Coaching

Where Do We Fit?



Executive Coaching



We have
coaches.

We **use** our
coaches.

We **seek**
them out.



WHY a Focus on Executive Coaching



Core Idea

Everyone needs a coach.

What We Heard from the Field

“Superintendents **deserve** customized, highly effective coaching.”

“***My best development has been from my former executive coach.*** He made me a better leader.”

Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out*** .



The purposes of a person's heart are deep waters, but one who has insight draws them out.



Who We are to BE

Executive Coaching

What It Is *Not*

Fixing

Advice

Coach-driven

Spying

“I”

Mentoring

Therapy

Consulting

“What I would do is...”

Telling

“When I...”

Based on one coaching model

Being a Friend

Who We are to BE

“Stealth coaching doesn’t work.

For high impact coaching to work, there needs to be **clear coaching goals** and both coach and client need to be **fully committed** to making it work.

That doesn’t happen by ‘stealth’ coaching.”¹

Value Added

“

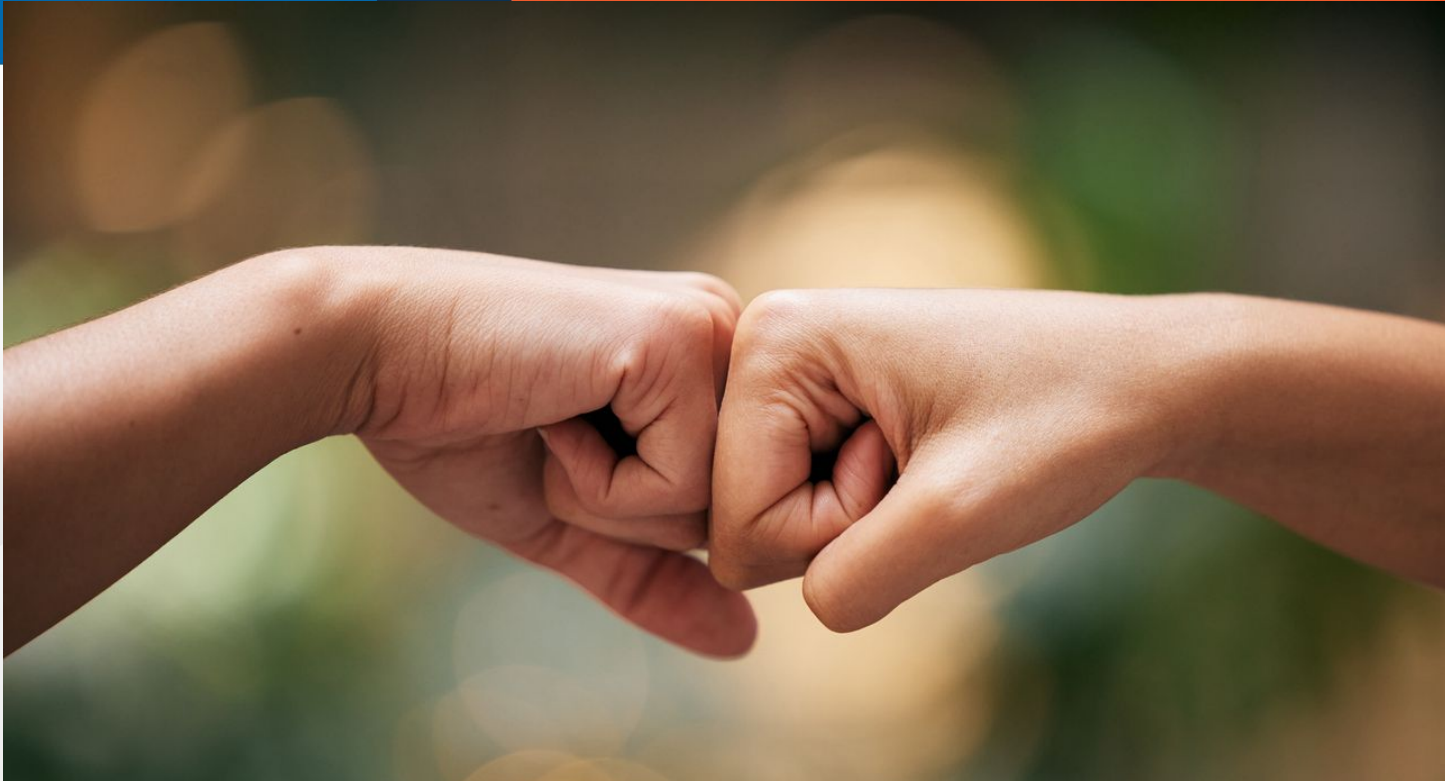
We really appreciate the invaluable support and executive coaching we've received from our TSL ESC team, recognizing the transformative impact of their coaching. Because of the strength of our partnership with our regional TSL ESC Team, we can talk openly and honestly with each other.

These conversations are crucial for making progress and navigating challenges with confidence, for me as a leader, for our team, and for our district as a whole. Ultimately, it's all about working together to make sure our students succeed.

”

–Texas Superintendent

Your Trusted Partner



Creating a Masterpiece



Executive Coaching

*A good coach can change a moment.
A great coach can change a life.*





TEXAS
STRATEGIC
LEADERSHIP



*Elevate
Your Impact*
EXECUTIVE COACHING

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Thank you!

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Citations

- 1. <https://www.planetk2.com/blog/performance-coaching-coaching-and-mentoring/>