MELISSA EISLER, MA, PCC

# Executive Coaching & Leadership Development

*Digital Brochure*

MELISSA EISLER

BIOGRAPHY

# Melissa Eisler MA, PCC

Melissa is an ICF certified executive and leadership coach with an MA in Organizational Leadership. She partners with leaders to develop their resilience, systems thinking, executive presence, and strategic communication skills in order to reach individual, team, and organizational goals.

Melissa is known for being a trusted and empowering coach, strategic and creative thinker, and clear and charismatic communicator. Her experience includes coaching leaders ranging from C-suite to mid-level management, from Fortune 500 companies to startups, from global to local organizations, and across highly diverse industries. Her clients say she has a warm, motivating way of challenging them and holding them accountable for designing and sustaining meaningful change. She also mentors budding coaches.

She earned her Master's degree in Organizational Leadership at the University of San Diego. Before going back to school, she spent 15+ years in leadership roles in the corporate world, reporting directly to C-suite and leading large teams to achieve impressive growth. She has led teams during IPOs, mergers, and many phases of organizational change and challenge.

Melissa provides customized solutions for leaders and organizations. This approach includes assessments and inquiry to generate insights and a growth plan based on strengths and development needs. While the specifics of the approach look different for each leader, she always focuses on integrating the states of "being" and "doing." When these two align, she believes profound leaps in leadership become possible.

She is a longtime mindfulness practitioner, which began as a way to manage her inner critic and type-A personality, as well as the overwhelming stress of leading a large team at a public company. She is also a certified mindfulness instructor and enjoys leading workshops, keynotes, and trainings about mindfulness and leadership development.

Melissa blends her experience leading teams in the corporate world with her education in organizational leadership and background in mindfulness, to support her clients' growth through challenges and change. You can learn more about her services and approach to coaching on her website: www.melissaeisler.com.

**"We can't solve problems by using the same kind of thinking we used when we created them."**

ALBERT EINSTEIN

CLIENT

# Testimonials

Please note, clients are given complete confidentiality in all coaching engagements. These testimonials were published with permission.

"Need to make objective progress? Melissa Eisler can help you do that and more. Melissa supported me over a 6-month Executive Coaching program starting in January 2020. I initially started with her to keep me accountable to my specific personal goals and to help me improve in my role as Director of Marketing Operations at Confirm BioSciences, but I quickly found that working with Melissa would positively impact me more significantly than I had imagined. Melissa's process and ability to uncover deeper cognitive "blockages" help me discover unconscious reasons why I'd historically had trouble achieving many of my plans. During our coaching sessions, she helped me create practices to manage or eliminate my self-inflicted limitations. Melissa truly focused on what I wanted to achieve and helped set me up for success, even after our coaching engagement came to a close. I can honestly say that I have evolved a great deal as a leader, a professional, and in many areas of my personal life. I know I will continue using the lessons and tools I learned for years to come. I'm delighted to give Melissa Eisler my highest recommendation, for anyone with a desire to make positive change and achieve their goals."

**Javier Castillo**
Director of Marketing Operations at
Confirm BioSciences, San Diego, CA

"I have worked well with Melissa in previous organizations, so when I was facing large-scale changes and important decisions in my career, I knew I wanted to hire her as my coach. In just three months, Melissa helped me develop the courage to have the difficult conversations (that I had been avoiding) with my team members, design a framework to make high-stakes decisions, create and respect my own boundaries, and learn to approach challenging situations with curiosity and an open mind – which has been incredibly impactful in my work and relationships since then. Melissa also helped me create and maintain smarter schedules so that I could make more progress on my personal business. Our coaching engagement also happened to be during the COVID-19 pandemic, and I was struggling with the amount of uncertainty in my life (and in the world), which she also helped me move through in a healthier, lighter, more positive way. If you're looking to make tangible changes in your business and career, I highly recommend working with Melissa as your executive coach."

**Katerina Suchkova**
Product Leader at 15Five and
Business Owner, San Diego, CA

"Melissa – Thank you! Thank you! Thank you! I am so grateful to have connected with Melissa – my coaching engagement was very productive and positive. When I hired Melissa, I was feeling stuck in my career and had a number of important decisions before me. After only three months with Melissa, I was not only able to make those decisions but also feel really good about them. One of the challenges I was dealing with was second guessing the decisions I was making, which kept me feeling stuck in a "hamster wheel". Now I have tools to productively work with my negative thoughts and transform them into something more positive. I also learned how important my physical body language is in my reactions and behavior, and how to become more aware of it. Melissa really has a knack for helping me focus on whatever issue is really going on, and prodding me to come up with a tangible solution or ideas or tools that I could follow or use. She made me focus on what was most pressing in the moment, and then held me accountable to what we discovered and planned together. Overall, I'm feeling more positive and accomplished and although I am pausing for now, I am sure I'll work with Melissa again in the future."

**Vidya Rao**
Engineering Management Leader,
Teradata, San Diego, CA

"I worked with Melissa as I transitioned into the role of CEO at my company, LitLife. Melissa provided invaluable advice on managing a team, business development and internal systems and structures at a time when I really needed the support! Working with Melissa was more than just a check-in. She pushed my thinking and ensured that my working style was taken into account when we made plans – everything we did was tailored to my authentic style of leadership, which allowed me to integrate all my learning in a sustainable and ongoing way. I highly recommend working with Melissa to gain clarity, move your work forward and gain an accountability and thought partner along the way!"

**Talia Kovacs**
CEO at LitLife, New York, NY

"I have had professional coaching in the past but recently found myself in need of a refresher. I hired Melissa to help with a career transition and she did not disappoint! She helped me step into a new higher profile role with confidence, gaining both visibility and authority as well as a better sense of my own career ambitions. In just a few short months, I can proudly say that I've accomplished my goals as well as established a trajectory for the future. I've embraced my new role as a leader of a larger team by running more effective meetings and focusing my team members' strengths to advance projects. As a bonus, I also was able to develop and maintain a new exercise routine with Melissa holding me accountable. In just 7 sessions, my confidence, leadership skills, and team dynamics have come a long way and I'm so grateful for that rapid progress. Melissa was quite attuned to picking up on things that need to be discussed and holding me accountable to my high-level goals. I'd definitely recommend her as a leadership and executive coach."

**Richard Myers**
Associate Director
Pharmaceuticals, San Diego, CA

READ MORE

*www.melissaeisler/testimonials*

WHY PARTNER WITH

# Melissa

Clients consistently recommend and refer Melissa, citing her as a trusted and empowering coach, a strategic and creative thinker, and a clear and charismatic communicator.

Melissa supports her clients to become more effective at achieving the things they want to achieve by helping them develop key leadership capacities:

**Master Communication Skills**
Hone listening, non-verbal, and effective communication skills

**Cultivate Strategic & Systems Thinking**
Develop a systems mindset to solve complex problems

**Develop Confidence & Executive Presence**
Gain decision-making skills, strategic influence, and leadership presence

**Build Better Relationships & A Stronger Team**
Develop emotional intelligence and raise team performance and employee motivation

**Uncover Blind Spots**
Gain perspective, awareness, and self-reflective capacities

**Navigate Change & VUCA**
Learn to manage organizational change and VUCA

**Build Resilience Muscles**
Develop growth mindset, adaptability, and mental fitness

**Become a more effective**
and inspiring leader

***"Learning to lead amid VUCA (Volatility, Uncertainty, Complexity, Ambiguity) calls on leaders to embrace new attitudes, practices, qualities, and mindsets to live and work in today's constantly changing, stressful environments."***

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POSITIVE OUTCOMES OF

# Coaching

Executive coaching is on the rise. Many organizations now recognize the value that external coaches bring to their key and emerging leaders, and are cognizant of the significant ROI that executive coaching experiences can have on teams and individuals. When it comes to benefits, effectiveness, outcomes, and ROI of coaching, here are some key stats from a variety of sources and studies:

**700%**

***Average ROI*** for executive corporate coaching clients, with returns ranging from 10 to 49 times the cost.

*Source: PriceWaterhouseCoopers*

**86%**

***Companies report*** positive ROI on their coaching engagements.

*Source: ICF Global Coaching Client Study*

**1/3**

***Of all Fortune 500*** companies say Executive Coaching is their standard leadership development tool – for both their executive teams and rising leaders.

*Source: The Hay Group*

**344%**

***Average ROI*** of individual executive coaching clients

*Source: ICF Global Coaching Client Study*

**96%**

***Leaders who had an executive coach*** said they would repeat the coaching experience.

*Source: ICF Global Coaching Client Study*

**72%**

***Leaders reported improved*** communication skills.

*Source: ICF Global Coaching Client Study*

**80%**

***Clients reported*** improved self-confidence.

*Source: ICF Global Coaching Client Study*

**70%**

***Leaders reported improved*** work performance

*Source: ICF Global Coaching Client Study*

**73%**

***Leaders reported*** improved relationships

*Source: ICF Global Coaching Client Study*

**$7.90**

***Average return*** companies received for every $1 invested in Executive Coaching.

*Source: MetrixGlobal LLC*

**35%**

***Average amount*** that companies who invest in leadership development outperform companies who do not.

*Source: American Society of Training and Development*

**86%**

***Individuals increase*** their productivity by an average of 86% when training is combined with coaching, compared to just 22% with training alone.

*Source: The Personnel Management Association*

***"Leadership challenges today are complex and contextual. There is no longer a formula or blueprint for how to lead. Leaders must cultivate a systems mindset in order to solve complex problems and to lead effectively in the multidimensional organizational climates of today."***

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EXECUTIVE COACHING &

# Leadership Development Services

## 1:1 Executive & Leadership Coaching

Melissa helps busy leaders refine their leadership skills and take their teams and organizations to the next level. She is particularly passionate about helping leaders accelerate their performance, and develop their systems thinking, executive presence, resilience, emotional intelligence, and strategic communication skills.

Executive coaching is a high-impact developmental partnership between coach and leader, where both engage in a thought-provoking and creative process that inspires and challenges the client to maximize professional potential. Because Melissa provides customized solutions for leaders and organizations, every coaching engagement is different and based around the needs of each client. Generally in coaching engagements, she guides clients through a process of inquiry, feedback, assessments, and looking inward to discover not just *what* they do and have accomplished, but also *how* they work. Together, they generate insights and map out a development plan to reach their goals based on strengths and development needs. Learn More >>

## Leadership Assessment Tools & 360-Degree Reviews

Assessment tools and leadership profiles can help leaders gain a full picture of their development needs and blind spots, how they are perceived, and what they need to shift in order to achieve a higher level of performance and positive impact. Melissa is a certified consultant in **Workplace Big Five Leadership Profile**, **DISC**, and **EIQ-2** assessment tools. She also uses strengths-based leadership assessments, Positive Intelligence (PQ), and in-depth **360-degree feedback** in coaching engagements.
Learn More >>

# Group Coaching

Group coaching is a powerful peer action learning process that offers a collaborative way to get feedback and diverse perspectives, and learn from the experiences, insights, contributions, and advice from others in similar roles with similar challenges. Melissa is passionate about guiding leaders through the group coaching process to support the group in building community, accountability, deep connections, motivation, and an opportunity to work through challenges, push the boundaries of what is possible, and uncover blind spots. You can join her wait list to enter her leadership group coaching collectives, or she can start a new group in your organization. **Learn More >>**

# Workshops & Keynotes

Melissa has led workshops, presented keynotes at conferences, facilitated team-building sessions, led offsite retreats, and participated in panel discussions on topics related to leadership development for over a decade. She is a skilled facilitator for in-person and virtual settings. Past topics have related to leadership development, resilience, emotional intelligence, mindfulness, executive presence, overcoming burnout, and communication skills. Get in touch to discuss the needs of your audience! **Learn More >>**

## Let's Explore Your Needs Further

Book a meeting or discovery coaching session with Melissa to find out how she can support you and/or your leadership team.

**BOOK TIME WITH MELISSA**