



Information Sheet

Dr. Gary Ranker
Global Coach / Advisor

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Client Testimonials:

I could not have successfully done my CEO job without the coaching I got from working with Gary Ranker over the past couple of years. The role of CEO can be lonely, dark, pressured and very stressful. People are always looking to me for guidance and support. Gary helped me to stop and realize what the priorities were. He also helped me to be in a position where I was physically, mentally and emotionally better able to look after myself. Then I was more able to look after others. Gary's coaching helped me to focus on what's really important.

I am incredibly satisfied, impressed and grateful for Gary's coaching. If I try to look for a critique or negative thought about the coaching I'd be searching for something which is not really relevant.

CEO, Global Multinational, Sydney, Australia
60,000+ global employees

Gary brings significant value to an organization. He is able to embed himself in their culture, and sometimes understand the culture better than them, even though they've been there longer. He has a warm handshake, is encouraging, but at the same time doesn't hesitate to use a velvet hammer. Through constant contact on site and on video, he builds a tone of trust and interaction with his clients. The most valuable differentiation Gary brings is his global mindset ... helping the leader to act effectively within different cultural contexts. Gary has worked with many of our senior global leaders over decades and has made a huge impact in long term payback for our company. As a result of working with Gary, his clients have become significantly better leaders, much more than 30% improvement, in how they lead, operate, manage, communicate, and present themselves.

Chief Human Resource Officer, Global Multinational, ASEAN, Kuala Lumpur, Malaysia
8,000+ ASEAN employees

Gary didn't have to spend much time convincing me to go into our coaching relationship. I trusted him immediately from the beginning. It was an eye opening experience for me, and facilitated self learning, self reflection and self improvement.

My first impression was that Gary could read me fully. He appreciated my thinking and was able to show me how I could improve. I found it immediately helpful to learn new methods I could try. Gary's suggestions were good, and I incorporated them into my daily practice.

Gary helped me crystallize in my mind what styles could be most effective, and to realize there's no perfect style because everyone needs different things. I became aware that I need to behave differently in order to help people in different situations. I need to be flexible and have a spectrum of available styles, not just one, so I can use the one that is best for the situation and person.

I received value from Gary's coaching in some basic, practical terms. Working with Gary became more than just one plus one. Instead, one plus one equaled three in our coaching relationship.

CEO, 50/50 Joint Venture between Chinese State Owned Enterprise and American Multinational, Beijing, China

I was able to decide to trust Gary very rapidly. I really appreciated Gary's honesty. Although quite brutally honest with me at times, I found he's also sensitive and I always knew he cared. Gary helped me get through my fears. The specific feedback he brought to me was very useful and I have become a much effective manager because of this.

Chief Marketing Officer, Global Multinational, Melbourne, Australia

Gary's coaching system is very effective. Gary always helped me focus on the most important things like management, communication and executive presence. I got helpful feedback on those areas from Gary and through him, from my staff. He helped me to improve. He gave me his honest thoughts and feelings as feedback.

Another thing I received from Gary's coaching was that he always tried to show me the risks in the future if I continued with the same behaviors and direction. I'm the kind of person who is naturally optimistic, and sometimes avoids looking at risks. Gary helped me to overcome this tendency. That was very good for me.

CEO, Global Services Company with offices in 5 countries, Tokyo, Japan

When the company said they were going to invest in me by giving me a coach, I was very excited and looked forward to the value of working with Gary. I had heard about him from a number of other colleagues throughout Asia that he had worked with. I was able to become more engaged with the team. I spent more time out of my office, connecting with my team. Gary helped me understand the difference between internal and external perspectives of my actions.

CEO, Global Financial Services, Shanghai, China

Gary helped me become more aware of the benefits, and sometimes the negative parts of my style. He helped me make the changes needed to become more effective. These changes helped me become more engaged with my team, and not be someone who's just sitting behind a desk. Although I thought I was pleasant to everyone, I found that some people felt I was difficult to deal with. I learned how to improve my sensitivity to different people's styles and perceptions. I now am able to vary my style according to the specific person's needs, and this improves our working relationship.

*Chief Supply Chain Officer, Global Multinational, Singapore
100,000+ employees*

I worked with Gary during a period of massive change that was occurring around the business. His coaching came at a particularly good time, because the ability to keep my mindset positive was really important during this tough time. I would have been struggling a lot more without his assistance. Because Gary helped me be mentally equipped as the situation evolved, I've been able to successfully deal with it. I actually think that it would have all worked out a lot more negatively if I had gone through this without Gary as my coach.

I appreciate the 360 interview process. I believe this feedback from many people around me is essential and provides me with valuable information. The persons being interviewed are comforted when they have an opportunity to talk about behavioral themes like communication or leadership. It all feels non-offensive and very comfortable to them, and provides valuable insights and feedback for me. Gary helps me develop individual action plans to help me get the best out of each relationship, whether that be a peer, a subordinate, boss or a board member. The combination of Gary's 360 interviews and his guidance helped me not only develop myself into a more effective leader, but also helped me develop my team as well.

I felt I was able to talk openly and honestly about anyone and anything. This is totally unique in my business life. Gary's feedback is instantaneous and ongoing. Gary's coaching was uniquely tailored to my own needs.

*CEO, Asian Multinational, Hong Kong
20,000+ employees*

Gary helped me recognize how difficult things can sometimes be for a CEO, and that I could take pride in my achievements, emphasizing what had been achieved and not emphasizing what hadn't worked as well. He certainly helped me to become more effective in managing my staff, while also handling crises. The long term goal is to help me be able to get the best from my people, and to be the best leader I can possibly be. And all of this has to be done, recognizing that crises will continue to come up in different parts of the world, and that they need to be resolved while I'm also improving my effectiveness as a CEO. Every day I still remember Gary's advice on different ways to improve my behavior and my management.

CEO, Global Multinational, Dubai, United Arab Emirates

I have tremendous respect for Gary's method and it worked extremely well for me. I become more self aware, and this has helped me become more effective in a global context.

*CEO, Global Multinational, Tokyo, Japan
80,000+ employees*

The management coaching process that my staff and I participated in with Gary Ranker proved to be a very empowering experience for all of the parties involved. My personal feeling is that the candid inputs one receives on how other people view you "in their minds eye" provides invaluable insight that few people will ever experience in a lifetime, much less have an opportunity to act upon over an extended period of time. The best advice I can offer is to go with the flow and to trust that the information gathered in this process will be a balanced assessment of the view that your employees, peers and management have of you as an individual.

*CEO, Aerospace Multinational, Los Angeles, United States
50,000+ employees*

Overview of Gary's Executive Coaching:

Gary meets with a prospective client and they come to an agreement that coaching is to proceed.

Understand what the client values, their goals, and concerns. Where they've been and wish to go in their career, what they feel their strengths are and their developmental areas, organizational expectations for them and their position, current state of the company, direction, and identify key individual relationships.

One hour 360 interviews with key individual stakeholders.

Collect and summarize what has been learned from 360 interviews.

Debrief with person being coached. Identify 2-3 behavioral change objectives which, if changed, will help the person being coached to be more effective. Get commitment from the person being coached to change. Determine a schedule of in-person visits, generally several days every two months. Determine weekly video teleconference schedule of 30 minutes each.

During each subsequent in person visit, every key individual will be interviewed again to get an update on progress from the coaching, and to learn more about the unique expectations of this specific company.

Generally most clients originally contract assuming 2 years, with an opportunity to review at the end of the first year whether they are achieving what they originally hoped for.

It is Gary's intent to get to know the person being coached potentially better than anyone, and to become their most important advocate based on that understanding.

Why Gary Ranker:

- Gary has been a CEO with full P/L responsibility in 3 countries: UK, Germany, Australia.
- Taught Comparative Management, University of Southern California, Los Angeles.
- Doctoral research in management across countries.
- Began coaching 1989 when asked by GE's Jack Welch to be a coach.
- 28+ years full time individual coaching.
- Considered one of the fathers of the executive coaching profession.
- Significant psychological training enabling understanding of interpersonal relationships.
- Has lived 14 years outside his home country of the United States.
- Has a global practice – traveled 800,000 km last year to serve global CEO clients.
- Considered one of the world's top authorities on 'global mindset' in management.

Gary Ranker's Coaching Program Objectives:

Help a CEO to become more effective by understanding interpersonal relationships, gain greater self awareness, and to develop a global mindset.

Target Audience:

Gary's coaching is most relevant to CEOs or persons being considered to be promoted to CEO in the future. These people typically have responsibility across a number of countries, and therefore the development of a global mindset is important.