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Baker & Daboll Redefines Executive Business Coaching; Launches with New Web Site and Unique Business Approach

Enter the term "executive coaching" on Google and you get more than 27 million results. With changing organizational dynamics, new technology, governmental scrutiny, and global competition, the challenges facing tomorrow's business leaders are daunting and complex, and all manner of executive coaches have dotted the business landscape to help tackle those challenges, addressing everything from the importance of body language and eye contact to enhancing executive performance.

This month, a new veteran-owned Cincinnati company joins that business landscape, but with a strengths-first, results-focused approach to executive coaching that differentiates it from the fray. Baker & Daboll, LLC, co-founded by Todd Uterstaedt and Kyle Steele, will provide "best in class" executive coaching services to businesses seeking to increase the value of their organizations by maximizing the potential of their people. Baker & Daboll is located at 9378 Mason-Montgomery Road, Suite 205, in Mason, Ohio. Phone number is 513-339-1007 and the company can be found on the Web at www.bakerdaboll.com.

"Coaching is not psychotherapy," explains Uterstaedt. "It is a way of achieving business goals by identifying and enhancing strengths while recognizing and reducing key issues. Through an action-oriented partnership, we highlight strengths and discover ways to develop positive changes in order to create 'BOLD GROWTH.' It's dynamic, taking clients from where they are now and supporting them through the necessary changes to achieve their goals."

The Principals

Uterstaedt will serve as president, CEO, and senior executive coach. He brings nearly 15 years of executive-level coaching, consulting, and leadership experience and has been called on to coach CEOs, presidents, CFOs, COOs, leaders, and managers at many levels. His strengths include executive on-boarding, assisting emerging leaders with critical development issues, helping senior leaders with weaknesses that are derailing their success, and coaching international leaders adjusting to the culture of Western business.

Prior to co-founding Baker & Daboll, Uterstaedt was Vice President of Organizational Consulting Services at Right Management Consultants, a global career transition and organizational consulting firm. He was also the Washington, D.C. Operations Manager of an international consulting organization where he coached military officers transitioning to corporate America. Uterstaedt brings extensive international experience to his clients. As a decorated U.S. Army Intelligence Officer, he lived and worked in Germany, South Korea, and Bosnia-Herzegovina, and has extensive knowledge of the Middle East. He is qualified to interpret numerous assessments including The Myers-Briggs Type Indicator, DiSC, The Birkman, and Life Styles Inventory. Uterstaedt, a Phi Beta Kappa member, is degreed from Hofstra University. He holds the Xavier Executive Coaching Certification from Xavier University, and has attained the Senior Professional in Human Resources (SPHR) designation through the Human Resource Certification Institute (HRCI). Uterstaedt is a member of the Worldwide Association of Business Coaches (WABC), International Coach Federation (ICF), the Society for Human Resources Management (SHRM), American Society for Healthcare Human Resources Administration (ASHHRA), the Human Resource Planning Society (HRPS), and the Greater Cincinnati Human Resources Association (CGHRA).

Kyle Steele, COO and senior executive coach at Baker & Daboll, brings more than 13 years of leadership, recruiting, and coaching management experience, with specialties in material/supply chain management, lean manufacturing, and Six

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Sigma. Prior to co-founding Baker & Daboll, he worked for several Fortune 500 companies including Textron and Black & Decker. He brings extensive international experience to his clients. He has traveled, studied, and/or worked in several of the former Soviet Republics, Europe, and India and has significant import/export experience with China, Europe, and India. Steele served for a number of years as a decorated U.S. Army Intelligence Officer where he specialized in Middle Eastern affairs. He holds a master's degree from Indiana University and a bachelor's degree from DePauw University and earned a Green Belt Certification from Black & Decker.

Baker & Daboll Capabilities

The founders' combination of senior HR experience coupled with their successful record of corporate and military leadership brings a new approach to executive coaching – one centered on strengths, results, and metrics. The company has been called upon to coach executives in some of the following areas:

- High Potentials and Emerging Leaders: Grooming for accelerated development and promotions.
- Development: Growth-oriented coaching in order to develop competencies necessary for success in positions of increased responsibility.
- On-boarding: Support shortening the time it takes a new leader to positively impact the organization.
- Performance: Performance-oriented coaching intended to support highly valuable executives in whom the organization has invested heavily, but whose behavior is having a derailing effect on their future success and a detrimental impact on the organization.
- Transitions: Support with new roles and responsibilities.
- Self-Mastery: Focused opportunity in a compressed time frame to enhance recognition and appreciation of strengths and limitations.
- Military Officers: Assistance with the identification and translation of strengths and military experience, as well as support handling the cultural challenges encountered when transitioning into corporate America.
- Business School Students: Personal and specific coaching which augments the academic program and boosts performance.

"Because our coaching is uniquely tailored to the individual, the application of our approach can differ for each executive and manager," said Uterstaedt. "However, we have developed a successful framework and approach that produces results. We believe the foundations for a successful engagement are based upon the following critical elements: Chemistry, Clarity, Commitment, Communication, Culture, Honesty, and Respect."

"Baker & Daboll was named after two of the most influential people in our lives – Lillian 'Gran' Baker and Mildred 'Nana' Howard Daboll – our grandmothers," said Steele. "We believe that the values and work ethic they both espoused are things that we aspire to follow and instill in others. The value of listening. Demonstrating the virtues of kindness and support. The importance of focus. And the proper way to treat people: with respect, honesty, and truthfulness. It is because of their extraordinary coaching ability that we are able to guide clients successfully down the road to prosperous and fulfilling careers."

About Baker & Daboll, LLC

Baker & Daboll is an international, strengths-first, results-focused executive business coaching firm that provides "best in class" services to organizations seeking to increase the value of their businesses by energizing the unrealized capacity that resides in their people. The veteran-owned company is located at 9378 Mason-Montgomery Road, Suite 205, in Mason, Ohio. For more information, call 513-339-1007, visit www.bakerdaboll.com or e-mail principals Todd Uterstaedt or Kyle Steele at info@bakerdaboll.com.

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