SIGNATURE ENGAGEMENT 03 · ON TARGET EXECUTIVE FRAMEWORK™

C.H.A.N.G.E. Decision Intensive

For CEOs, executive teams, owners, boards and family leadership groups facing a consequential, hard-to-reverse decision.

We won't make the decision for you. We'll help you structure it so it is sound, legitimate and carried out with care.

Decisions we're called into

- PE investment, recapitalization or exit preparation
- Sale of a family business or founder succession
- Restructuring, acquisition, integration or divestiture
- The exit of a long-tenured executive or family member

How the intensive works

WEEK 1	Decision intake and governance scan
WEEKS 1–2	Stakeholder interviews and fact-base review
DECISION DAY	Half- or full-day facilitated session through all six steps
~2 AND 6 WEEKS	Follow-up sessions
DAYS 30/90	Evaluation: did we honor our non-negotiables?
OPTION	For a CEO alone: three 90-minute one-to-one sessions

Primary tool: C.H.A.N.G.E. Framework™. Every engagement uses three-way contracting: your sponsor sees agreed progress and themes; session content stays confidential.

You leave with

- ✓ Inflection statement and deadline
- ✓ Tension map
- ✓ Options matrix
- ✓ Non-negotiables charter
- ✓ Decision record
- ✓ Governance and escalation map
- ✓ Communication cascade
- ✓ 30- and 90-day evaluation plan

OUR PROMISE

"We will not make the decision for you. We will help you structure it so the right people are involved, real options are considered, non-negotiables are clear, and the execution treats affected people with dignity."

We protect the quality of the process. We do not replace legal counsel, financial advisers, tax professionals, mediators or the decision-maker.

LENGTH	INVESTMENT	FORMAT
2–6 weeks	**Shared on your clarity call**	**In-person decision day preferred**

Book an Executive Clarity Call

30 minutes. No pitch, just clarity. You'll leave with more clarity than you came with.

bit.ly/4arDriE
ontargetcoachingconsulting.com
reggie@ontargetcoachingconsulting.com
(336) 501-5828

30+ years leading organizations

16 years of Center for Creative Leadership faculty experience on our team

Operations experience across 73 countries