

EXECUTIVE COACHING

INFORMATION AND PACKAGES

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INTRODUCTION

What is Executive Coaching?

Executive coaching is a structured, one-on-one developmental process that helps leaders think clearly, lead more effectively, and navigate complex challenges with intention and confidence. I often describe coaching as taking scattered thoughts, working through them out loud, and turning them into clear, actionable insight. The goal is not just to solve immediate problems, but to build long-term capacity in areas like decision-making, communication, and emotional intelligence, ultimately helping leaders show up with more clarity, confidence, and impact in their roles. Coaches are not there to give you the answers (as tempting as it might be.) Coaches ask questions, provide observations, and invite you to consider implementing new tools or ways-of-being. Coaching is for any level of leader or anyone hoping to transition into a leadership role!

WHY DOES EXECUTIVE COACHING WORK?

What are the benefits?

Coaching focuses on thought partnership.

Research on executive leadership coaching shows (FMI report):

- 88% of leaders experience increased engagement in their roles
- 84% report improved leadership effectiveness
- 91% report increased readiness for leadership transitions
- 87% of organizations report an average return on investment of nearly six times the cost of coaching programs.

What are common coaching topics?

Topics in coaching range based on the client. Common topics include: confidence as a leader, navigating personal/professional identities, managing burnout, career transitions, strategic thinking, effective communication, delegating efficiently, holding others accountable, improving team cohesion, finding purpose and passion at work, management skills, EDID strategy/implementation, setting and clarifying vision, conflict with coworkers, boundary setting, and values based decision making.

THE COACH

Who am I?

My name is Mackenzie Kolton, CEC (she/her.) My expertise lies in senior leadership, facilitation, and coaching across the nonprofit and social impact sectors, grounded in inclusive leadership, systems change, and trauma informed organizational development. With credentials in executive coaching, conflict management, and narrative therapy, I support leaders in thinking strategically and leading with clarity in uncertain environments.

My approach has been shaped by working with senior leaders across the education, corporate, government, legal, and nonprofit sectors, alongside my experience with organizations such as Egale Canada, Big Brothers Big Sisters, and the Get REAL Movement. I have worked with over 100 school boards and spoken to 250,000 corporate professionals and senior leaders about creating inclusive and diverse workplaces. Through this work, I've developed a specialization in supporting leaders navigating complex conversations around identity, EDID, conflict, and organizational culture.

As a queer leader, I understand firsthand the tension of work that is deeply personal. My own experience with executive coaching brought greater clarity to how I lead from my values while showing up authentically and sustainably, an approach that now informs how I partner with clients.

My goal as a coach is to create the conditions for lasting growth; supporting you to deepen self-awareness, expand your leadership approach, and ultimately rely less on external guidance and more on your own clarity, confidence, and capability.

CLIENT

TESTIMONY

PACKAGE OPTIONS

Test Drive:

- 3 sessions
- best for those curious about coaching
- designed to tackle one short term goal

Development Driven:

- 5 sessions
- best for those wanting to develop a specific leadership skill
- designed to experiment with new tools

Strategic Commitment:

- 7 sessions
- best for those looking for transformation and balance
- designed to achieve a new way of being

Frequent Flyer:

- ongoing sessions (4 session minimum)
- best for those looking for consistent 1:1 support
- designed to support leaders navigating change

All PaWC alumni receive a discounted rate of \$165/session and a free consultation call. Many employers offer a coaching budget - always check!

NEXT STEPS



Reach out!

If you are curious about if coaching is a fit for you, let's chat. There is no pressure to continue with a coaching package after a consultation call, so what's the harm?

Contact me:

We can connect through:

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