

The higher you go,
the thinner the air,
the more exhausted
you become.

CO2 Partners helps you breathe easier.

2

exhale

To rejuvenate your career.

To release debilitating stress.

To let go of things you no longer need, and take in those you do.

To reignite your leadership fire.

who

CO₂

Who is CO2 Partners?

Simply put, we're a group of experienced, like-minded colleagues with complementary skills...and, we have a shared passion for elevating others. To us, that means lifting them up, expanding their view and helping them change from "doing" to "thinking." All necessary elements for successful leadership.

Founded in 2004 by Gary Cohen, CO2 has grown to include coaches and practitioners who understand the realities of leadership. That's because we've all been there. This level of intuition and "street smarts" lends a unique credibility and integrity to the work we do. It's not about textbook theory. It's about grounded, real-world experiences that are generously shared with our clients.

As a single coach or a multi-faceted team, we inspire leaders and their organizations to become engaged and achieve their full potential. Here's our definition:

Engaging leaders use questions to set direction, put the right people in the right positions, and ensure resources are allocated to the highest priority, while engaging people to stretch beyond what is comfortable to maximize results. And...great leaders do it all ethically.

How do we do it?

We begin by digging. Deep. Discovering what makes you tick, what gets you out of bed in the morning, what's getting in the way of accomplishing your goals. We immerse ourselves in your organization, your leadership team, your board, or wherever the issues are found. We never stop learning...because you and your environment will continue to change.

Then, with your involvement, we develop a plan to get you and your organization where you need to go. Flexibility is key; there's nothing cookie-cutter about our approach. When more than one coach or practitioner is involved, we share information on a real-time basis so we're fully prepared to add value when needed.

Leadership is an intentional journey. Along the way, our goal is to know you so well that you'll *always* get what you need; you'll *never* be surprised; and you'll *enjoy* a loyal relationship with people you trust.

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what

What results can you expect?

With CO2 Partners, leaders and organizations see rapid and sustainable returns on their investment. Our experience and fresh perspectives uncover new possibilities... solve problems and situations from different angles...and instill the skills and courage you need to succeed—even when the climb to the top seems insurmountable.

Client outcomes

Leading rather than doing	Driving accountability and responsibility	Engaging others	Inspiring leadership in others	Aligning people, values and strategy	Elevating performance
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where

Where else can you find...

...a group of professionals with such a broad range of coaching and business experience? Those who are just as comfortable in one-on-one settings as they are in the most contentious leadership team or board meeting? Creative thinkers who will fashion an integrated approach that perfectly suits your needs? Solutions that are scalable and affordable—for small, medium and large organizations?

Foundation:

(all coaches)

Leadership and executive coaching

Specialties:

(selected coaches and practitioners)

Strategic planning

Leadership and team alignment

Organizational effectiveness

Training and seminars

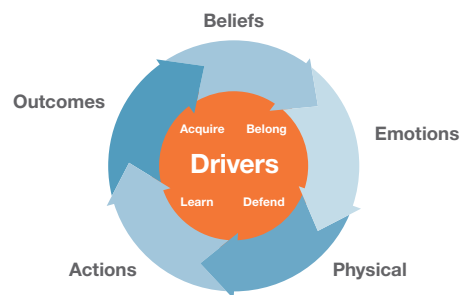
Exclusively with CO2 Partners

Over time, we've developed a variety of tools and models that are grounded in real-world expertise. They're practical and innovative. Sometimes we use one; often we use them all. Forgive the trademarks, but these are too valuable to share.



3-Phase CO2 Coaching Process™

Leaders are often too close to a situation to move forward. Our perspectives and experiences give you a wider lens for seeing the possibilities. We help you assess the situation, absorb new information and avoid paralysis. With CO2, you can focus on the real issue, take action, and be accountable for the results.



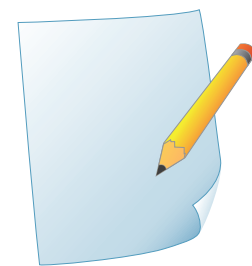
CO2 Learning Behavior Model™

Sustainable improvement in your career and leadership ability comes from understanding the circular nature of who we are and how we respond to various situations. Together, we'll explore your core beliefs and values and how they affect your emotions...how those emotions drive behaviors...to eventually create predictable outcomes.



CO2 Leadership Model™

There are three elements in the journey to effective leadership: 1.) Leading yourself – getting your feet on the ground and knowing who you are; 2.) Leading others – gaining deeper insights on how to relate to those around you; and 3.) Leading organizations – instilling purpose and passion through strategy, systems and people.



Assessments

We use a variety of instruments to give individuals reliable, relevant information about their workplace skill levels, interpersonal skill sets and drivers. Those who have been through assessments are more self-aware and able to make better career and business decisions.



just ASKTM

Greatness happens when you ask.

Engaged leaders learn to maximize results by asking the right questions. *Just Ask*TM reflects our belief that leaders today should spend the vast majority of time asking questions and not telling people what to do. Question-based leadership requires putting your ego aside, but the rewards are considerable. You will see improvement in all these areas: trust, empowerment, motivation, cooperation, inspiration, courage, decision making, problem solving, direction setting, resource allocation and more.

By asking questions and empowering your employees, you and your organization will reap the benefits. When everybody has a hand in making decisions and creating the future, their work is produced with the richness of a live performance. They improve solutions when missteps occur. And, they're more responsive to feedback.

The right question can ignite imagination, empower, inspire, provoke, demand, convince, delay, or change focus—both in you and your employees. After all, open-ended questions engage the responder and the asker. They enable both to work together toward an uncertain and exciting end.

For the whole story, see Gary Cohen's book, *Just Ask Leadership*, published spring of 2009 by McGraw Hill.

The logo features the text "CO2" in a large, light blue, sans-serif font. The "2" is a smaller, orange-brown color. Below the text is a stylized mountain range with white peaks and blue-grey slopes. The background is a solid light blue color.

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At CO2 Partners, we help leaders breathe.

We're coaches who walk the journey with you—sharing our wisdom, knowledge and creativity. The climb is steep but the pace is manageable and realistic. Because the higher you climb, the more you need to know. Before you know it, you can breathe easy again. Calm prevails. Balance returns. Only then are you prepared to lead the rest of your organization to the summit.

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