



LEADERS
IGNITING
LEADERS



ABOUT US

We are a leadership development firm that leverages the deep executive experience of our partners to help peer leaders drive performance and achieve positive and sustainable results for themselves, their teams, and their companies.



EXECUTIVE COACHING

Accendo partners leverage our C-level executive experience to help leaders achieve sustainable change in behavior for themselves and their teams. Our proven Stakeholder Centered Coaching methodology is a disciplined and evidence-based approach, using 360-degree feedback, whereby Stakeholders participate in and support the process.

Accendo specializes in **Transitional Leadership Coaching** which helps new leaders take control of their own start, maximize their path to success and effectively build a sustainable, high performing culture and **NextGen Succession Coaching**, which helps next generation members of family firms succeed as future leaders of the enterprise.



LEADFORWARDSM ROUNDTABLES

We offer an intensive leadership development opportunity for high potential women leaders. These are transformative, year-long peer support groups led by Accendo partners, who are accomplished C-suite female leaders and certified executive coaches. Each group is comprised of a small number of leaders who learn, share and challenge each other. Meetings follow a structured format with group problem solving and facilitated discussion around themed topics specific to women in order to accelerate leadership growth.



HIGH PERFORMANCE TEAM BUILDING

Traditional teams are ever changing, with virtual, cross-functional, and autonomous teams becoming the new norm. There is increased strain on team performance created by the need to do more work with less staff. Accendo's High Performance Team Building program is a disciplined, proven and lasting approach to enhancing team effectiveness. The program is perfect for any team looking to take their performance to the next level, including new teams, teams with new leadership, and teams in transition. High performance team building is typically a six-month to a year-long program. The one-day workshop as part of the first phase, or as a standalone, is ideal for team off-sites.



Co-founders and managing partners, Cari Coats and Karen Dee, are highly accomplished thought leaders and C-suite executives with proven track records of driving profitable growth. They are members of the Forbes Coaches Council and are certified in the Marshall Goldsmith Stakeholder Centered Coaching methodology, which has helped hundreds of Fortune 500 CEOs and associated teams take their game to the next level. Accendo partners are proven leaders with decades of combined executive experience and longstanding civic leadership.



Cari Coats

- Deep C-level operational experience in professional sports and financial services
- Extensive work with consumer products companies, entrepreneurial and social ventures, and family-held enterprises, as well as venture capital, private equity and venture philanthropy funds
- Serves as executive-in-residence at the nationally-ranked Crummer Graduate Business School at Rollins College
- Held multiple corporate officer positions within CNL Financial Group
- Rose to be one of the highest-ranking women in professional sports as part of the founding management team of the Orlando Magic
- Served as EVP of the Orlando Magic & president of RDV Team Charities
- Worked as producer/co-host of the nationally syndicated television show PM Magazine



Karen Dee

- Enterprise strategic level experience with strong financial, sales, and operational background
- Extensive field experience at the President & CEO level
- Former senior executive roles with large bank holding companies to include leading Wholesale, Retail, Wealth, Product, and Internet businesses
- Led over 5,000 employees and had responsibility for a \$400 million+ profit plan across 12 states
- Operating committee level talent manager with expertise in recruiting, succession planning and coaching for higher performance
- Expert in creating vision, developing and executing strategy, and leading teams
- Effectively managed teams through great change, while earning nationally ranked engagement scores



WORKSHOPS & SEMINARS

Instruction, facilitation, and interactive group exercises are used by Accendo thought leaders to explore important leadership topics such as:

- ▶ Leading Through Emotional Intelligence & Personal Vision
- ▶ Practicing Balance & Renewal
- ▶ Communicating with Confidence, Executive Presence & Authority
- ▶ Negotiating to Get What You Want
- ▶ Accelerating Your Career Through Development, Networks, Mentorship & Sponsorship
- ▶ Leading & Coaching to Ignite & Engage People
- ▶ Developing Your Leadership Brand
- ▶ Leading with Trust & Team Commitment

To see more topics, visit:
<http://bit.ly/accendo-workshops-seminars>



KEYNOTE & PUBLIC SPEAKING

Accendo partners are recognized thought leaders with extensive experience speaking on a variety of leadership topics.