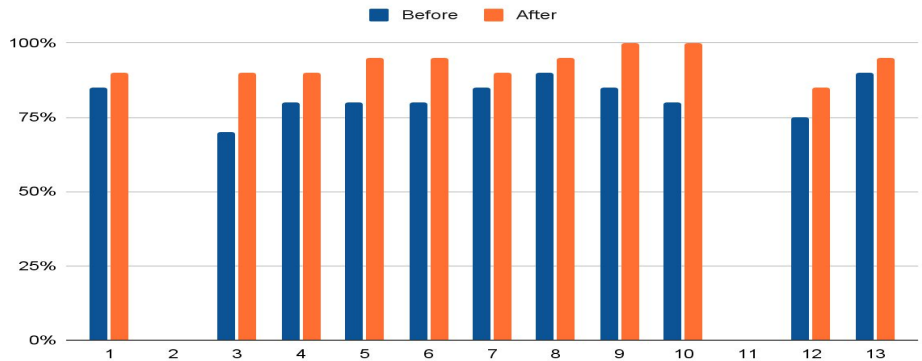


Shawn Simon: Impact Dashboard

N = 13 Participants, Feb. 2024 to Mar. 2025

Capability Avg \$ Impact: \$10,343

10% Average Increase in Capability
85% of Participants More Capable



Communications Avg \$ Impact: \$8,164

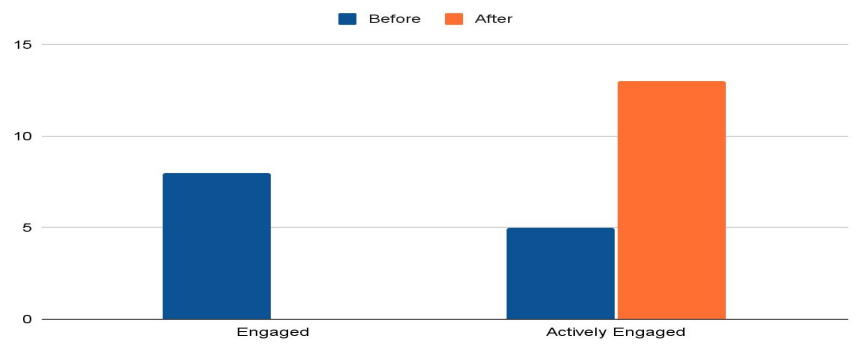
100% reported their communications improved

Stress Avg \$ Impact: \$235,724

85% Less Stressed due to changes they're made
94 of those they work with Less Stressed due to changes they've made

Engagement Avg \$ Impact: \$544,116

62% More Engaged



Efficiency Avg \$ Impact: \$10,842

69% Increased Efficiency
9.9 Hours/Week saved on average

Retention Avg \$ Impact: \$444,638

54% More Likely to Stay

Loaded Cost	\$253,941
Total Financial Impact	\$25,747,903



8989% = 37.89x average Return on Investment

What Clients Have to Say:

“Working with Shawn Simon was a great experience as it provided me an opportunity to work more efficiently, understand the mindsets of people in my network, and sharpen my lifelong learning skills. The sessions with Shawn allowed me to be a better leader and manager and to use the skills that I learned in my daily interaction with my team and my peers.”

“Shawn's coaching has definitely helped me become a better leader. After soliciting and interpreting peer and employee feedback, I am leveraging opportunities to speak up as an executive leader. I have also focused on the proper leadership style (push vs pull) depending on the opportunity at hand. Engaging strategies to up-level my leadership have also been a significant result of my time with Shawn. These strategies include strategic delegation, communication, and responsiveness. Finally, with Shawn's coaching, I continue to refine my presentation abilities. Specifically focusing on pace and audience engagement have provided me with improved feedback during our coaching engagement.”

“Extremely powerful experience with Shawn. The focus and dedication to hitting the topics that were relevant to me and impactful to my growth were definitely addressed and reinforced throughout the engagement.”

“It's an interesting exercise to put objective numbers to something that I really feel to be an invaluable experience. I think the themes of the coaching I received and the way the lessons have been woven throughout my everyday work experience has made me a more impactful leader and has raised the bar for my function within the organization.”

“I understand more around my communication style and how others may communicate, which was a significant theme in my 360 Feedback results. I have put more focus on the idea that Activity<>Results and the importance of delegation based on the level of decision-making needed. This has provided me the opportunity to focus my strategic thinking/planning to higher priority, executive level, items and decisions. I also took my coach's recommendation regarding increasing engagement of my team around setting goals and themes for the next year which helped to bring the team together and align our objectives.”

“Executive coaching with Shawn has benefited my organization by providing me the tools to support prioritization, effectively support my team with decision-making, and, more importantly, support my executive decision-making.”



ROI Estimator Methodology

Overview

Return on Investment (ROI) is a measure of the profitability of an investment. Unlike the impractical and cumbersome estimation techniques of the past, we've created formulas based on research published by behavioral and organizational scientists. This allows us to estimate ROI through a simple interview-like survey, completed by the coachee or another key stakeholder at the end of the coaching engagement.



Our Key Reference Points Include:

- Stress: [Workplace Stress and Productivity: A Cross-Sectional Study \(2021\)](#)
- Engagement: [Thrive by Design: The Neuroscience that Drives High Performance Cultures \(2017\)](#)
- Retention: [The Work Institute \(2022\)](#)
- Communications: [The State of Business Communication \(2023\)](#)
- Skill Development: [The Center for Creative Leadership \(2023\)](#)
- Calculations based on salary: [The US Bureau of Labor Statistics](#)

Additional Notes

- ROI Estimates produced by this tool are designed to be conservative and are tempered by the degree of impact that coaching had on a given domain (small, moderate, large, none)
- Formulas will be refined as new research is conducted and published



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