

The leader you don't want to lose. The pattern you can't afford to ignore.

Highly capable, highly valued, difficult to replace. The traits that built their success (control, perfectionism, overfunctioning) start working against them as the role grows.

For CEOs, CHROs and sponsors of leaders too valuable to lose and too consequential to leave unchanged.

"Everything still comes back to me."

"She's brilliant. But she needs to bring people with her."

"He's one of our strongest leaders, and increasingly a bottleneck."

THE DECISION YOU'RE ACTUALLY FACING

What replacement costs

- Severance and executive search
- Vacancy, onboarding, lost institutional knowledge
- Six to twelve months of reduced effectiveness
- The risk the replacement doesn't solve it either

What keeping them costs, if nothing changes

- Decisions wait for them; execution slows
- Successors don't develop
- Peers work around the friction
- Critical information arrives late

Before you replace a valuable leader, find out whether the problem is capability or an addressable leadership pattern.

I work in that gap, with the leader alone or with their whole leadership team.

HOW IT WORKS · THE TACT™ FRAMEWORK, MEASURED

T Trust

People speak openly, disagree, challenge.

A Accountability

Commitments explicit, owned, kept.

C Clarity

People know what matters and who decides.

T Truth

Reality surfaces early, even when uncomfortable.

1 · Attune →

Understand what's really happening.

2 · Diagnose →

Name the pattern underneath the friction.

3 · Shift →

Work on real decisions and conversations.

4 · Measure

Track change the sponsor can see.



CLAUDIA BECK, MCC · FOUNDER

Former SVP / VP · Tory Burch and Burberry

"I've watched too many valuable leaders get replaced for a problem that could have been solved."

Twenty years in global retail at Burberry, Tory Burch, and Gap Inc. Before that, PwC and commercial banking. She has led global teams across the US, UK, Europe, and Asia, carrying the same P&L pressure and board scrutiny her clients face today.

6,000+

EXECUTIVE COACHING SESSIONS

MCC

ICF MASTER CERTIFIED COACH

5

COUNTRIES WORKED IN

25+ yrs

GLOBAL BUSINESS EXPERIENCE

LEADERS I'VE COACHED WORK AT ACCENTURE · ROCHE · META · GOOGLE · SALESFORCE · APPLE · CHEVRON

Logos do not imply corporate endorsement.

Call me before you replace them.

Thirty minutes. No pitch. I'll tell you whether the pattern is addressable, and whether I'm the right fit.

Claudia Beck, MCC

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