

# Taking Leaders to the Next Level

How Rose + Porterfield became Granite Properties' partner in executive coaching and growth.

President and COO of Granite Properties Greg Fuller first hired Rose + Porterfield in 2010 for a highly valued client: himself. Having already gone through the gauntlet of other executive training programs, he wanted to bring in a partner to help him achieve his personal goals.

After a year of working together, Greg knew others at his company could also benefit from working closely with Rose + Porterfield. Ever since, there has always been at least one person at Granite Properties utilizing Rose + Porterfield's executive coaching services at any time. Rose + Porterfield has equipped Greg and other leaders with the resources they need to tackle any problem they encounter at Granite Properties. They look forward to their partnership for years to come.

## Getting to the root of issues

Rose + Porterfield doesn't just come into a company and change everything around because "it's the right way to do it." They have an innate desire at their core to transform good workers into great leaders. Rose + Porterfield stepped in to support struggling individuals and teams at Granite Properties' and has established strong leadership and guidance. In one case, a manager was very good at the functions of their day-to-day job, but was struggling to rise up as a higher-level multitasker. Rose + Porterfield addressed the

behavioral root of this struggle – the habits and mindsets habitually impeding this individual.

In another case, Rose + Porterfield helped guide whole teams, not just singular leaders. Another department's team was struggling under new leadership. With the help of Rose + Porterfield, Granite Properties uncovered the reasons for the internal struggle: poor communication, a lack of presence, and an unclear focus. Rose + Porterfield led the team leader through understanding these issues and how to address them, creating a cohesive team.

"I think any time you can salvage a person who the team isn't feeling great about ... that saves us a ton of time and investment in training a new recruit. We've seen we can get positive results from within through a helping hand and extra training," Greg says. Instead of giving up when faced with a difficult situation, Rose + Porterfield helps companies figure it out and set a clear path forward.

## Good workers to great leaders

Greg describes interacting with Rose + Porterfield as yin-yang. With their background in psychology, the Rose + Porterfield experts find the root cause of any problems and deliver solutions in a kind and supportive way. Over the next several years, Greg plans to keep working with Rose + Porterfield as Granite Properties looks toward mapping out the future of the company.

"They're great. We enjoy working with them and plan to continue. They're intelligent and compassionate – but most importantly, they're a strong partner."

