

*Developing **Leaders** and **Teams**
capable of Transforming
complexity into results*

*Executive and Team Coaching for
organizations seeking high performance
and sustainable results*

DYSFUNCTIONAL SYMPTOMS

Signs that the challenges are already impacting the business

In high-demand contexts, constant change, and growing uncertainty, the problem is not usually just the strategy. Often the constraint shows up in the way Leaders decide, communicate, prioritize, coordinate, and sustain the team under pressure.



A **timely, well-focused Coaching intervention** can generate observable improvements in: • alignment among key areas and people • decision quality • effectiveness of critical conversations • greater commitment to results • execution focus and performance sustainability • navigate organizational changes more effectively • Healthier work/life balance



Coaching is a direct investment in leadership, performance, and organizational culture. **It acts as an enabler of measurable and sustainable results, generating real impact on the business !**



IMPACTFUL SOLUTIONS

I design **interventions focused on generating impact on the Business**. My professional services **adapt to the organization's context and needs**, can be delivered both Online and in Hybrid formats, and are characterized by:

- ✓ Strategic and confidential support
- ✓ Systemic and integrative approach (people – processes – systems - culture)
- ✓ Adaptation to the business reality with observable impact

3 SERVICE FORMATS



Leadership Strengthening | are **Executive Coaching** processes focused on developing **Leaders capable of transforming the current and future reality into sustainable results**. They integrate 360 feedback and recognized assessments that increase self awareness of the Leader's areas of opportunity,



High-performance teams | are **Team Coaching** processes to achieve **more agile teams that are committed to creating value and sustaining high performance**. They integrate 360 assessments that make it possible to identify effectiveness gaps, increasing collective awareness and accelerating readiness for change. A systemic methodology is applied focused on helping the team: connect with Purpose, increase its commitment and motivation, develop its Collaborative Intelligence, increase its agility, and manage its learning and capacity for continuous adaptation and growth.



Workshops - Programs – Group Facilitation – are facilitated spaces focused on **the collective development of skills and competencies** to **create more dynamic, effective, and healthy environments**, foster the development of a Growth Culture with work-life balance and well-being. They can be combined with evaluations at the level of an area or the entire Organization, to assess the health of the Organizational culture and identify areas of opportunity to develop. Can be designed to specific needs, or leverage existing and proven formats (Neuro-Leadership Program, Effective Communications Workshop, Emotional Regulation Workshop, Stress management and healthy habits)



EXPERIENCE & EXCELLENCE



Andres Haidar

I combine a **Systems Engineer background** and **+25 years of experience in the IT industry**—defined by speed, innovation, and continuous change- **with 10 years as a professional Coach**, supporting leaders, teams, and organizations through development and transformation processes. I have worked with startups, SMEs, regional holdings, and multinational companies such as Microsoft and Alcatel Lucent, holding **senior roles in Sales, Marketing, Operations, Consulting, R&D, and Innovation**. This experience has enabled me to develop a holistic view of business and its challenges in highly dynamic and competitive environments. **I work globally in online and hybrid formats.**

My professional practice integrates multiple disciplines: **Coaching, NLP, Neuroscience, and tools that foster self-awareness** and measure key factors impacting performance and business results.

This journey allows me to **move fluently between the human and business dimensions** of organizations, offering solutions focused on **leadership development, the creation of high-performing teams, and workplace well-being** in contexts of constant change.

Founded PowerYouOn, a collaborative network of highly qualified Coaches, that scales according to each client's needs, **extending execution capacity without geographic or language constraints** (native Spanish, fluent English & Portuguese)

+3,300 hours serving global Leaders and Organizations (1)



Accreditations & Certifications with International Endorsement



(1) **Coaching processes are confidential.** The logos are for reference only, indicating where the coached Leaders work, and do not imply endorsement or institutional affiliation. Coaching and development programs may have been delivered to Executives and do not represent organization-wide programs. **Logos and trademarks** are the property of their respective owners.



LET'S TALK !

If any of these challenges are present today, we can have a first conversation:

- uncertainty about adapting leadership, roles, and capabilities to AI disruption
- valuable leaders who are not managing to scale their impact
- teams with low alignment or little shared accountability
- strategy that does not translate into execution
- tension between expectations, climate, and sustainability
- wear or fatigue in key people, loss of talent
- need to develop more effective leadership for the current moment

If leadership and team dynamics are holding back results, a timely conversation can change the course !



*"I help **Leaders** become a better version of themselves"*

*"I help **Teams** achieve and sustain high performance"*



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**Coach
Trainer
Mentor**

