

Connect the Dots

COACHING CASE STUDY

THE EXECUTIVE EDGE

HOW WE SUPPORT LEADERS

Connect the Dots (CTD) Consulting is a leadership development firm specializing in empowering informatics leaders. We partner with institutions and departments in health, data science, and academic medicine to provide targeted executive coaching and team workshops. Our goal is to develop confident, capable, and connected leaders who can effectively advance data, innovation, and health within their organizations.

THE CASE

- **The High-Stakes Role:** Advika was promoted to lead the new strategic AI function, placing her in high-stakes conversations with senior leadership.
- **The "Expert" Trap:** Her deep technical expertise was valued, but it wasn't enough.
- **The Presence Gap:** She struggled to project confidence and credibility in leadership forums, undermining her own vision.

SPECIFIC CHALLENGES

- **Lacked Composure Under Pressure**
Advika was overly defensive, especially when her ideas were challenged by non-technical peers.
- **Struggled to Persuade**
When presenting the strategic vision, she would default to technical details, failing to persuade senior stakeholders.
- **Team Motivation**
Because she seemed unapproachable and her vision was unclear, her team's morale suffered.

SOLUTION

1. **Focused on Strategic Communication:** Learned to translate complex technical ideas into a clear, confident, and compelling strategic narrative.
2. **Mastered Composure:** Developed techniques to remain calm under pressure, listen actively, and respond strategically—not defensively.
3. **Balanced Authenticity & Professionalism:** Hosted a team retreat where she projected confidence while also remaining approachable, effectively shifting the team culture by modeling this new presence.

CONCLUSION

Through CTD's executive coaching, Advika increased her executive presence, and transformed perceptions of her leadership. She now confidently facilitates high-stakes meetings, projects credibility, and remains composed when challenged. By balancing her technical authenticity with a strong professional presence, she inspires her team and influences senior leaders, effectively driving the AI strategy forward.