

Executive Coaching

At DAS, coaching is not a series of sessions. It is a strategic partnership designed to shift how leaders see, decide, and lead within complex systems.

THE COACHING APPROACH

Awareness is not the outcome. Insight is not the shift.
Behavior is the work. *Impact is the measure.*

This work is not about doing more. It is about seeing clearly, choosing differently, and leading in a way that produces the outcomes you intend.

THE FRAMEWORK AT THE CENTER

Threshold & Edge™, the timing mechanism for growth.

Every leader reaches moments where the old way of operating stops working. These are not failures. They are thresholds. The difference between leaders who cross them and leaders who repeat them is whether they recognize what is actually being asked of them.

Threshold

INTEGRATION AND CONSOLIDATION

The stage requiring reflection, stabilization, and integration of recent growth. Leaders at Threshold need to consolidate before they expand.

Edge

COURAGE AND EXPANSION

The stage requiring stretch, risk, and intentional action. Leaders at Edge need challenge, visibility, and permission to step into discomfort with strategy and support.

WHO THIS IS FOR

- ✓ Operating in complexity and ambiguity
- ✓ Willing to examine patterns
- ✓ Ready to translate awareness into action
- ✓ Committed to intentional leadership

WHAT THE WORK ADDRESSES

- ✓ Identity shifts at moments of elevated visibility or authority
- ✓ The gap between intent and impact
- ✓ Decision quality when stakes are highest
- ✓ Trust, power, and accountability in high-stakes relationships

ASSESSMENT SUITE

PATTERN RECOGNITION, CERTIFIED PRACTITIONER

Enneagram

Surfaces the core personality structure, motivations, fears, and automatic responses that shape how this leader shows up at their threshold. Darryl is a certified Enneagram practitioner.

PHASE 1, PARTNER TOOL

CharacterGPS®

Seven character traits across four flow states. Reveals how a leader thinks, acts, and holds pressure.

MID-JOURNEY, FMG LEADING

Insights 360

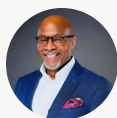
An FMG Leading instrument Darryl uses with DAS coaching clients. Closes the gap between intent and impact through structured multi-rater feedback.

“The insights I gained, along with the personalized coaching, allowed us to build a development plan that led to meaningful growth and career advancement.”

Stephen Little

Director, Government and Public Sector
CohnReznick Advisory

THE PRACTITIONER



Darryl Smith

Founder and CEO

30 years of enterprise leadership transformation work. **Senior Client Partner, Korn Ferry, 19 years.** Architect of the Leadership Threshold Practice. Partners with FMG Leading. Certified: IDI Qualified Administrator, Enneagram, CharacterGPS®, APCT, Executive Coach, Georgetown Power and Influence.

TRUSTED BY

GE · Procter & Gamble · United Airlines · AbbVie · IVY ·
Million Dollar Round Table · Northwestern Medicine

All coaching conversations are strictly confidential.

THE DAS PROMISE

We promise to help you see more clearly, challenge with care, and tell the truth with respect.

What is the threshold you are standing at right now?

Let's start with a candid conversation about where you are and what this moment is asking of you.

START THE CONVERSATION

Darryl@das-assoc.co

872-298-2733

das-assoc.co