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Foreword by Fox Business Network's Neil Cavuto

## Executive Coaching Overview

### Overview

I've had the fortune to partner with C-Suite and emerging executives, surgeons, and athletes for over two decades. While advising top talent as well as struggling talent globally I have learned how to guide clients toward success. I focus on increasing awareness so clients can take action toward their business objectives. My areas of expertise are: subtle strength, executive presence, emotional intelligence, challenging conversations, motivation, influence, and crisis. I have been fortunate to work in a variety of industries including media, finance, healthcare, chemicals, telecommunications, retail, sport, public utilities and nonprofits. I have interest in helping organizations and leaders grow and be there best in the worst of times. When it's beneficial to the client I leverage the [Motivational Currency Calculator](#)® a self-assessment reveals what drives people, how well someone can read another person's motivators, and how effective someone is at using the best approach to tap into someone's motivators.

### Approach

OnPoint Advising's coaching philosophy is reflected in a situational approach with clear priorities. Versatility and ensuring the solutions and approach fit the culture and individual is key. The focus is on driving results and facilitating professional growth. As an agent of the organization aligned with the client's strategy, I partner with executives to empower them to achieve business results while nurturing talent and the talent of people in their circle of influence. Rather than a "canned" approach, a situational approach allows me to understand the organizational system, select the most effective diagnostic tools and coaching styles. I work from a consistent platform, which is fundamentally interpersonal, behavioral, and systemic. I emphasize behavior change and candid conversation that allows executives to be effective and bring out excellence in others. Effectiveness and progress is often evaluated through examining snapshots of behavior and the consequences.

### Example of Desired Outcomes

Each engagement is tailored to ensure the advice given is aligned with the success factors of the organizational and the individual. In collaboration with the organization and individual we establish performance outcomes, which often include:

- 1) Leading with Value Based Power
- 2) Accelerating and equipping the development of executives into C suite roles
- 3) An increase in behaviors that create an engaging climate and a decrease in behaviors that stifle team performance
- 4) Increased political acumen
- 5) Enhanced executive emotional intelligence (i.e. abilities in reading and influencing self, others, and situations)
- 6) The development of others and organizational capability
- 7) Strategies to prepare for, manage and grow through challenging situations, such as crisis, and change
- 8) Increase in awareness of what drives people and how to motivate talent
- 9) Application of subtle strength skills that help people gain power if they need it and use it wisely if they have it
- 10) Ability to influence alpha personalities

### Snapshot of Approach



Phase I: Alignment: Collect information about the situation, person, business, and culture. This may include interviews of colleagues as well as the optional use of surveys/instruments. Discuss the engagement with HR and manager. Collaborate with the organization and executive and agree upon coaching objectives and establish expectations.



Phase II: Feedback: Help the individual gain insight into the situation, their strengths, areas of growth, and how they affect performance in others. Provide a debrief to the HR partner and manager.



Phase III: Coaching and Real Time Shadowing: Provide practical suggestions and assignments to change the individual's behavior to create a positive impact and meet objectives. Observation of team meetings and presentations to provide real time feedback.



Phase IV: Calibration: Determine progress against agreed upon action plan and collectively decide on next steps.



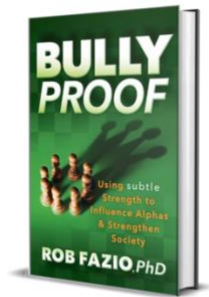
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Dr. Rob Fazio is the Managing Partner at [OnPoint Advising](http://OnPointAdvising.com) specializing in global leadership and organizational success. His approach to advising combines original research on power, influence, conversations, and motivation as well as over 20 years of consulting to elite performers.



During the Covid 19 crisis Dr. Fazio has been advising hospitals and conducting presentations on Growth Leadership in Times of Crisis to support front line health professionals and executive leadership. His work on [Flattening the Anxiety Curve](#) has been featured on [Fox News](#) and in The Hill.

Based on his experiences in sport psychology and executive development, he teaches clients how to remove barriers to function at optimal levels. He has worked with executive teams and coached executives throughout organizations including the C-Suite, surgeons, and emerging leaders.

Dr. Fazio has contributed to [Forbes](#), [NBC News](#), [NY Daily News](#), [HER Magazine](#), [CEO Magazine](#), [Philadelphia Business Journal](#), and American Management Association. His advice on navigating turbulent times and politics has been featured in the NY Times and on CNN, Fox News Channel, MSNBC, and local networks.

His book, [Simple is the New Smart](#) (foreword by Neil Cavuto), features success strategies he has gleaned from over a decade and a half of working with athletes, executives, and people driven toward excellence.

Recently, he developed the [Motivational Currency® Calculator](#). This self-assessment reveals what drives people, how well someone can read another person's motivators, and how effective someone is at using the best approach to tap into someone's motivators.

He has developed significant expertise in advising Fortune 500 organizations globally develop, advise, and retain employees based on a future-oriented strategy, organizational values, culture, and person/position fit. He has worked internationally in a variety of industries including finance/banking, private equity, accounting, media, pharmaceuticals, hospitals, telecommunications, chemicals, retail, sports, public utilities, and nonprofits. Rob is often asked to be a keynote speaker or facilitator at executive offsites.

Dr. Fazio has served as a performance excellence consultant to a variety of organizations and athletic teams. He participated in the development and facilitation of the life-skills portion of the NFL's Coaching Academy and the PGA's 1st Tee programs.

He is the founder and President of a September 11th inspired nonprofit organization, Hold The Door For Others. The organization's mission is to empower people to grow through any type of loss and adversity and achieve their dreams, [www.HOLDTHEDOOR.com](http://www.HOLDTHEDOOR.com).

Prior to starting OnPoint Advising, he worked at Leadership Research Institute and Hay Group. Rob completed his B.A. in Psychology at The Pennsylvania State University. He earned an M.Ed. in Athletic Counseling from Springfield College and a MS in Counseling Psychology from Virginia Commonwealth University.

Dr. Fazio earned his PhD in Counseling Psychology, with a subspecialty in consulting, and completed his clinical rotation at the University of Pennsylvania. Dr. Fazio is a Licensed Psychologist in the state of Pennsylvania. He lives just outside Philadelphia in Haddonfield NJ with his wife Keli and daughters Reese and Rae and their adopted Great Dane, Cannoli. Rob has a new book coming out in September 2022, [BullyProof: Using subtle Strength to Influence Alphas and Strengthen Society](#).