

From Superhero to Super Leader

Leveraging Executive Coaching & Partnership to Elevate Your Leadership & Teams

Welcome to the Journey

Meet Your Guides



Alex Chamorro - Houston Methodist

System Revenue Cycle Director

achamorro@houstonmethodist.com



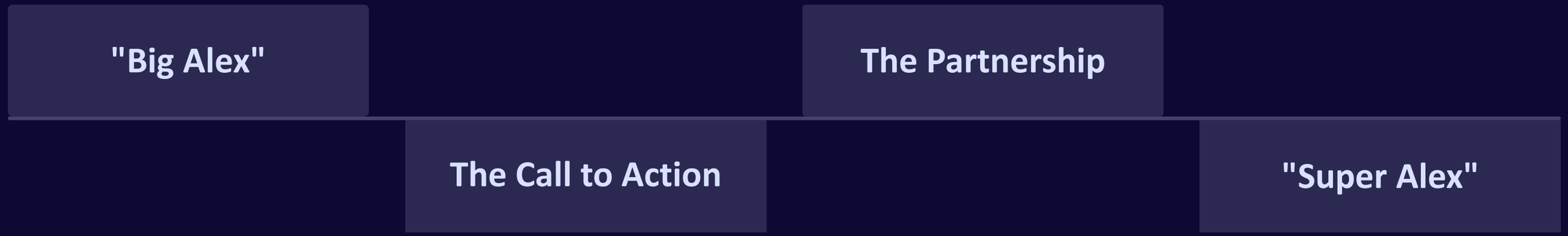
Darin Coble - Versa Business Partners

Executive Advisor | Leadership & Organizational Development

darin@versabp.com

Every Superhero Needs a Coach

A journey of vulnerability, transformation, and courageous leadership that led to positive results.



Why this matters: Even high performers need to transform how they lead.

Meet “Big Alex” - The "Go-To" Director

Proficient leader with proven credibility across the organization, strategically sharp, results-driven.

- Strategic Thinker
- Achiever
- Competitor



"I GET STUFF DONE"

The Impossible Situation

Not just one signal— simultaneous alarm bells

Employee Feedback

Employee Opinion Survey Results

Being Asked to Do More & ELEVATE

The Wake Up Call



What I Was HEARING

What I Was FEELING

What I KNEW

What I CHOSE

The Universal Pattern

01

Promoted for Technical Excellence

02

Expected to Lead Without Training

03

Old Skills Won't Get You There

04

Unclear Expectations Lead to Failure



What Executive Coaching Actually Is

Initial Perception:

Skepticism about the process, based on misconceptions.

Reality:

A transformative partnership, built on trust and a unique approach.



NOT Therapy
No childhood trauma

NOT Mentoring
Not "here's how I did it"

Maybe Advising & Consulting
Depends on engagement.
If Coaching, then by invitation and agreement only

It's a Thought Partner… YOUR personal thought partner.
Helps you see your blind spots

Critical truth: FIND YOUR COACH. My style, presence... It's all about fit.

What Coaching Provided Alex



Perspective

Superpowers vs. kryptonite



Skills

Lead differently, maintain results, **while remaining authentic**



Support

Navigate pressures while leading with curiosity and safety



Accountability

Bridge knowledge to action and navigating crucial conversations successfully



Sustainability

Scalable leadership capability



Development Mindset

Allowing leaders the space to think, problem solve, lead, and grow independently

Now let us share a Nicaraguan saying that provided a big 'aha' moment...



The Cookie Mountain

The Challenge

A team member needs to "bake cookies" — solve a problem and own their outcome.

Alex’s Approach	Impact to Team	Impact to Alex
• Mentally solved the problem immediately • Provided the answer before team could act • Handed them "problem solved" cookies	• Shortchanged learning opportunities • Encouraged dependence & reliance • No strategic focus, team stuck	• Exhausted • No time or energy for strategic thought • Stuck… couldn't develop self, much less the team

What Does SUPER ALEX Do Now?

When Someone Comes with Their 'Cookie Problem'

BAKING COOKIES	DELIVERING ON PROJECTS & DELIVERABLES
What type of cookies are you baking?	What are you working towards?
Have you baked anything similar before?	How have you addressed this in the past?
What ingredients do you think you need?	What resources and information do you have available?
What challenges could you face in the climb?	What obstacles do you anticipate? How could you handle them?
What do you need from me as you climb?	How can I help?

The Hardest Part: I let them climb the mountain.

Results & Reality Check

Results I Can Point To

- Managers report leading with autonomy
- Team is finding confidence
- Managers are decompressing & increasing resilience
- Improved employee engagement scores
- No employee complaints in 16+ months
- I have time and energy to think and elevate

Future Mountains to Scale

- Continuing to connect as a Coach to my team
- Sharing what I have learned
- Developing and elevating my team
- Maintaining curiosity in times of stress
- Trusting 'good enough'



From Superhero to Super Leader

Alex's Final Word

> "Be Brave. Lean In. And trust the process."

Darin's Closing Challenge

> “Figure out your next steps.”

Your Reflection Questions for Monday

What mountain am I still climbing for my team that I should be coaching them to climb?

Where are my superpowers becoming kryptonite?

Who's waiting for me to get out of their way?

Paired with the right coach, it will change your life.

– Lisa Schillaci, VP Revenue Cycle, Houston Methodist

Let's Stay Connected

Reach Out

Alex Chamorro - Houston Methodist
System Revenue Cycle Director
achamorro@houstonmethodist.com

Darin Coble - Versa Business Partners
CEO - Executive Coach & Leadership Navigator
darin@versabp.com
versabp.com

Thank you, and embrace your journey.



Schedule 20-minutes To Explore Working With a Coach: