

CHRISTIANNE & COMPANY

Leadership Under Pressure™

Executive Coaching · Leadership Development · Organizational Transformation

Pressure Reveals. Choice Leads.

THE LEADERSHIP GAP

Leadership challenges rarely stem from a lack of *knowledge*.

They emerge when pressure creates:

Conflict Avoidance

Reactive Decision-Making

Low Accountability

Disengaged Teams

Leadership Burnout

Change Resistance

*We help leaders respond **intentionally** — when the stakes are highest.*

Lead From Choice™

Sustainable transformation occurs when leaders understand:

01

How they think

02

How they relate

03

How they
communicate

04

How they respond
under pressure

Leadership development is not merely behavioral. It is *ontological* — it transforms how leaders see themselves, others, and the situations they face.

BUSINESS IMPACT

The outcomes we help you move.

Leadership development is the lever. These are the results it moves.

LEADER PERFORMANCE

Decision Quality

Manager Effectiveness

Accountability

TEAM PERFORMANCE

Employee Engagement

Cross-Functional
Collaboration

Conflict Resolution

ORGANIZATIONAL CAPACITY

Retention

Change Adoption

Leadership Bench Strength

Tracked with pre/post measurement on every engagement.

The moments that bring organizations to us.

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- 01 A leader is stepping into greater scope.
 - 02 A team has stopped saying what needs to be said.
 - 03 High performers are burning out.
 - 04 A change initiative is meeting resistance.
 - 05 Senior leaders need greater accountability without damaging trust.
 - 06 A leadership bench needs to mature faster than the organization can wait.
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Each begins as a performance problem. Each resolves at the level of leadership.

Leadership Under Pressure™

Three movements that turn a pressure moment into lasting capability.

01

Pressure Reveals

Assumptions

Habits

Relationship Patterns



02

Choice Creates

Clarity

Accountability

Courage

Strategic Action



03

Results Produce

Better Leadership

Better Teams

Better Organizations

Our methodology. Your leadership advantage.

Conflict is rarely about conflict.

What shows up as conflict is usually something else underneath:

Competing Priorities

Unclear Expectations

Identity

Trust Breakdown

Communication Patterns

Leadership Under Pressure

*Most conflict consultants aren't coaches. Most executive coaches don't specialize in conflict. **We do both.***

A series of horizontal lines of varying lengths, stacked and slightly offset to the right, creating a sense of depth and movement.

Pressure Reveals. Choice Leads.

A series of horizontal lines of varying lengths, stacked and slightly offset to the right, creating a sense of depth and movement.

Leaders. Teams. Organizations.

One architecture, scaled to the level where the work needs to happen.

01

Leaders

Executive coaching (6-12 months)

Leadership transitions

Assessments & debriefs

Leadership intensives

02

Teams

Team coaching

Offsites & retreats

Alignment & strategic planning

Women's leadership experiences

03

Organizations

Leadership academies

Manager development cohorts

Culture & change initiatives

Multi-site delivery

EXECUTIVE COACHING

For leaders navigating high-stakes moments.

One-to-one partnership at the points where leadership is tested most — and where growth compounds fastest.

Engagements run six to twelve months, with assessment, stakeholder input, and measured checkpoints.

Transition

Promotion

Growth

Burnout

Visibility

Strategic
Leadership

Evidence before insight.

A curated suite of validated instruments — matched to the leader, team, and moment.

MRG LEA 360

Leadership Effectiveness
Analysis

IDI

Individual Directions Inventory

Everything DiSC®

Behavioral styles &
communication

Gallup CliftonStrengths

Talent & strengths

The GC Index

Contribution & impact

Positive Intelligence

Mental fitness

Hogan

Personality & derailers

Five Behaviors®

Team trust & cohesion

Certified MRG partner · Authorized Everything DiSC® and Five Behaviors® partner · Instruments selected to the question, never by default.

LEADERSHIP EXPERIENCES

Built around the moments
leaders actually have to navigate.

EXPERIENCE

Conflict as Leadership Data™

Executive Presence

High-Stakes Conversations

Leading Through Change

Strategic Communication

Trust & Accountability

Emotional Intelligence

WHAT LEADERS LEAVE WITH

Frameworks for navigating tension without avoidance

Greater influence, confidence, and visibility

Tools for difficult feedback and accountability

Strategies to manage uncertainty and resistance

Messaging that lands with clarity and authority

Team agreements that hold under pressure

Self-awareness that steadies decisions under stress

Built for scale. Delivered with depth.

Engagements are led by Christianne & Company and supported by a curated network of credentialed executive coaches, facilitators, and assessment practitioners — allowing us to deliver high-touch development across leaders, teams, cohorts, and organizations.

Credentialed practitioners

ICF-credentialed coaches and facilitators, matched to the leader and the context.

Assessment capability

Certified across MRG, Everything DiSC®, and Five Behaviors® — administered and debriefed in-house.

Public & private sector

Local, federal, and international government alongside global brands and high-growth companies.

Cohort & multi-site delivery

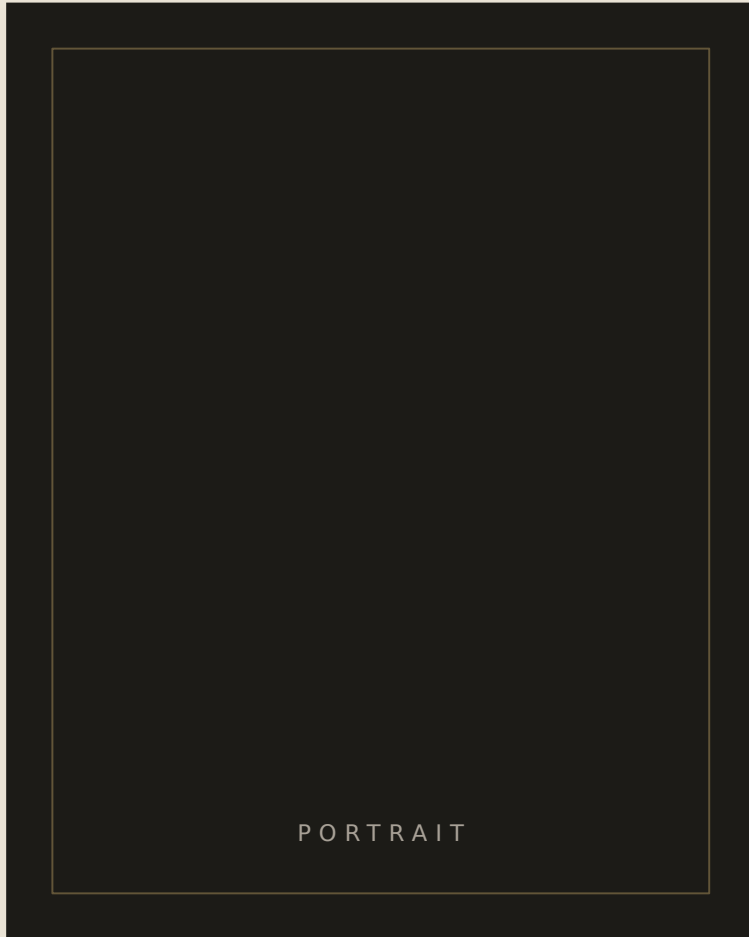
Academies and cohorts run concurrently across teams, sites, and schedules.

M/WBE prime contractor

NYC-certified M/WBE, contracting directly as prime — not only as a subcontractor.

Measurement built in

Pre/post instrumentation and matched-pair analysis on every cohort engagement.



FOUNDER & CHIEF COACH

Bebuo Christianne Ewa

LMSW, PCC

A therapist's depth and an executive coach's rigor.

Bebuo founded Christianne & Company to work at the level where leadership actually changes — identity, relationships, and response under pressure. She brings clinical training in human behavior to the demands of executive performance, across government agencies, global brands, and high-growth organizations.

Executive Coach · Leadership Facilitator · Government & Enterprise Advisor ·
Assessment Practitioner · Cross-Cultural Leadership

ICF Professional Certified Coach · 5,000+ coaching hours · NYC-certified M/WBE

SELECTED CLIENTS

Trusted across private and public sectors.

From high-growth companies to complex government systems.

PRIVATE SECTOR

Brands & high-growth organizations

Google

Adobe

Wieden+Kennedy

Chief

References available on request.

PUBLIC SECTOR

Local · Federal · International

NYC Public Health Agency

NYC Public Housing Agency

International Government Client

MEASURED OUTCOMES

We measure what we move.

Engagements are tracked with pre/post surveys and matched-pair analysis — not just satisfaction scores.

87%

improved in confidence

20 of 23 participants

+0.49

avg confidence lift

on a 5-point scale

96%

would recommend

the session

92%

found it relevant

to their actual work

Time Management Lab · pre/post survey · 23 matched participants · May 2026

“Responsibility vs. accountability was very helpful.”

— **Conflict Resolution Training**

“An essential tool to my growth and development as a leader.”

— **Leadership Coaching Series**

Real engagements. Real movement.

NYC Public Health Agency · Conflict Resolution

CHALLENGE

A culture of conflict avoidance — direct feedback discouraged, hesitation to confront senior colleagues.

INTERVENTION

Conflict training built on Responsibility vs. Accountability, the Conflict Iceberg, and the Hard Conversation Formula.

OUTCOMES

- **Majority more confident addressing conflict directly**
- **Content rated “Extremely Valuable”**
- **Strong intent to apply within 30 days**

Time Management Lab

CHALLENGE

Leaders absorbing work that wasn't theirs and saying yes by default.

INTERVENTION

A pre/post lab teaching the pause, the Top 5, and language for redirecting work that isn't yours.

OUTCOMES

- **87% improved in confidence (20 of 23)**
- **+0.87 intent shift on redirecting work**
- **96% would recommend the session**

Leadership Coaching Series

CHALLENGE

Capable leaders held back by perfectionism and hesitation to speak up.

INTERVENTION

A multi-session executive coaching series on confidence, communication, and self-management.

OUTCOMES

- **Shift “from perfection to excellence”**
- **More willing to share insight in meetings**
- **Clearer expectations and delegation**

Skills fade. Who you become endures.

MOST FIRMS FOCUS ON

Skills

Tools

Techniques

WE FOCUS ON

Identity

Mindset

Systems

· Relationships

· Communication

· Behavior

*Leadership is not what you know. **Leadership is who you become under pressure.***

LET'S BEGIN

Let's build leaders who thrive under pressure.

Christianne & Company

Executive Coaching · Leadership Development · Facilitation

Coach@christianneandco.com · christianneandco.com

NYC-certified M/WBE · ICF Professional Certified Coach

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