



Rewiring Leadership for Measurable Enterprise Impact

Future-ready leaders. Aligned execution. ROI you can track.





Claristrat equips enterprises with the leadership capacity to thrive under pressure.

We rewire executives and teams to align, decide, and execute better - by embedding measurable leadership growth directly into strategy cycles, transformations, and culture.

We help your organization develop the one skillset AI can't replace: human leadership under fire.



FABIANA PEREIRA HOTZ, PHD

Founder & CEO





The Enterprise Leadership Gap

Even the most capable CHROs face structural constraints in today's leadership development environment. At the enterprise level, four systemic challenges consistently undermine leadership readiness:

LEADERSHIP RISK AT THE TOP

Only 24% of senior teams are rated highly effective. CEOs consistently rank leadership readiness and alignment among the top risks to executing strategy.

COACHING AND L&D CHAOS

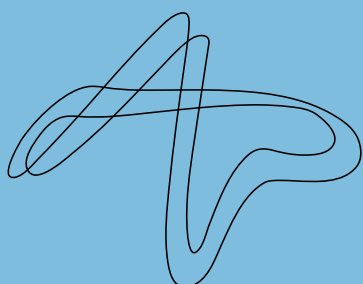
Most enterprises operate with fragmented vendors, uneven quality, and limited governance. **Even the best CHROs are left managing sprawl**, without the enterprise view needed to prove impact at scale.

BEHAVIOR DOESN'T STICK

Traditional training and surface-level coaching transfer knowledge but rarely shift behavior. **Under pressure, leaders revert to old patterns, slowing execution.**

ROI BLIND SPOTS

Fewer than one in three companies can defend leadership development ROI at the board level. **Investments are too often treated as due diligence spend** rather than measurable performance infrastructure.





Enterprise Outcomes You Can Measure

For CHROs and CEOs, leadership development is only valuable when it delivers measurable business results. Claristrat ensures leadership growth translates directly into enterprise performance: faster decisions, stronger pipelines, and cultural resilience that endures under pressure.



25%+ FASTER DECISION CYCLES

Leaders equipped with systemic clarity and alignment cut through bottlenecks and make higher-quality decisions at pace.

700% MEDIAN ROI ON COACHING (ICF STUDY)

Industry benchmarks show that well-governed coaching delivers one of the highest returns in HR investments.



SAVINGS OF \$500K–\$2M PER LEADER RETAINED

Stronger leadership pipeline with measurable reduction in replacement costs and risk when critical roles are filled from within.

+31% STRONGER LEADERSHIP PIPELINE (TCB)

Embedding coaching into daily leadership practice strengthens engagement and reduces attrition.



GREATER RESILIENCE AND CROSS-COLLABORATION

Leaders hardwired with a learning mindset adapt faster, align teams, and reduce the drag of silos.

30% HIGHER TRANSFORMATION SUCCESS RATES (BCG)

Organizations that standardize leadership development execute strategy and change programs with greater speed and impact.



Claristrat enables the outcomes reflected in leading benchmarks by embedding leadership growth directly into live business execution.



Why CEOs and CHROs Choose Claristrat

CEOs and CHROs choose Claristrat because we solve the two problems that undermine most leadership development: fragmented delivery and lack of measurable outcomes. Our model unifies senior-executive expertise with a governed system that delivers ROI leaders can defend at the board level.

SEASONED LEADERS, NOT TRAINERS



Every Claristrat coach, facilitator, and L&D strategist has been a senior executive themselves.

Leaders are not put through perfunctory classroom training or “feel-good” coaching conversations. They work with peers who know exactly what it takes when the pressure is on.

The ClariPath™ integrates psychology for lasting change, systems thinking, and adult development into a single, governed approach.

For CHROs, it provides the unifying framework that integrates **internal and external providers, ensuring consistency and scalability** for measurable outcomes across the enterprise.

ONE METHOD, ENTERPRISE-WIDE





BECOMING IN THE FLOW OF WORK



Growth is embedded inside live business cycles - from executive strategy to team execution. **Today's leaders need to be the change, not just support it.**

Learning this way, their behavior shifts endure, compound at the organizational level, and show up in measurable results.

Claristrat transforms leadership development from due-diligence spending into a governed system.

Every engagement is aligned to KPIs and OKRs, tracked at the enterprise level, and reported with board-ready metrics - giving CHROs measurable, defensible ROI.

ROI AS A SYSTEM



The result is leadership growth that sticks, culture that strengthens under pressure, and performance visible in business results. This is why Claristrat becomes a core partner for the C-suite in the L&D operating model, building resilient, board-ready leadership systems.



Solutions Built for the C-Suite and Beyond

Claristrat delivers more than services — we deliver an active partnership with CHROs and CEOs to design and operate leadership systems that generate measurable enterprise impact. From advisory and coaching to large-scale skillset development and internal capability building, every solution is grounded in executive experience and tied directly to organizational results.

ADVISORY & THOUGHT LEADERSHIP

Strategic advisory on **L&D operating models**, from **mentoring and coaching programs** design to hard- and soft-skill integration, all structured for measurable ROI.

Claristrat also provides **confidential briefings, KPI benchmarks, and proprietary white papers** to equip CHROs and boards with the insight needed to steer leadership and culture as strategic assets.

EXECUTIVE & TEAM COACHING

Certified and standardized **1:1, team coaching, and session facilitation** tied directly to enterprise KPIs. Every engagement is anchored in **data-based profiling and enterprise-grade assessments** - including Hogan, Gallup, Korn Ferry 360, Leadership Circle, and others - ensuring coaching is targeted, measurable, and embedded in organizational strategy.

We design and support **development plans for high-potential talent**, strengthening the next generation of leaders. We also partner with CHROs on **leadership succession processes**, giving a clear line of sight from individual growth to enterprise leadership readiness. Our **scalable bench model** ensures leaders receive consistent quality while CHROs gain measurable ROI they can track across the organization.



LEADERSHIP DEVELOPMENT PROGRAMS

Claristrat programs are **embedded in the business flow**, and also **customized to industry context, value chain, and operational challenges**. Because every Claristrat expert has been a senior business leader, participants work with peers who understand both **adult development and the realities of running complex organizations**. The result is a unique blend of consulting-grade insight and leadership development in action, designed to scale across the enterprise. Some of our flagship programs:

- **C-Suite Growth by Design** primes executive teams during strategy and transformation cycles, accelerating alignment, decision velocity, and execution capacity.
- **Adaptive People Leadership** equips managers to lead as coaches, closing the gap where most enterprises struggle: leaders not sufficiently developed by their busy managers. This upskilling strengthens culture, improves retention, and builds a resilient leadership pipeline.

ICF-CERTIFYING PROGRAMS

Claristrat Institute enables enterprises to build **professional-grade internal coaching and mentoring programs**. Cohorts are curated in partnership with CHROs, selecting HR leaders, people managers, and succession talent best positioned for impact.

Programs are **customizable in length and content to align with enterprise goals**, while mapped to core competencies. Delivery is anchored in Claristrat's methodology and **aligned with the highest ICF and EMCC standards**, ensuring internal programs are both trustworthy and effective.

Together, these solutions give enterprises a coherent system for leadership development: strategic design, measurable coaching, scalable programs, and embedded internal capability. Claristrat partners with CHROs and CEOs to turn leadership development into a governed driver of culture, retention, and business performance.



What CHROs and Executives Are Saying

"Claristrat gave us a scalable coaching model that not only developed our leaders but also strengthened engagement across the company. The ROI was clear within months."

Head of Talent Development, Fortune 500

"I believe in coaching and had several coaches over the years. Nothing came close to the depth and practicality of what emerged with Fabiana."

EVP, Client Delivery, Global Technology Firm

Your Perspective Matters

Our white paper *The ROI-Driven Coaching Model Every CHRO Needs Now* shows how leading organizations move from fragmented coaching to a governed system with measurable ROI. [Access it here.](#)

Have a topic you'd like us to explore? Kindly share it. We draw directly from CHRO and CEO priorities to shape upcoming data-driven briefs.

Want to add your perspective? We embed executive points of view in our thought leadership series.

Drop us a note or schedule a brainstorming session. Let's think together.

Start the Conversation



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[Book a strategy session](#)

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