



## fullCIRCLE Executive Coaching

This isn't training.  
**It's transformation.**



High performance got you here. Continued growth will take you further.  
**That's where fullCIRCLE's Executive Coaching comes in.**

### Who We Are

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We're not a distant coaching network. We're your trusted partner, rooted right here in Iowa.

You'll get to know us, experienced coaches who invest in you as a person, not just a title.

### What We Do

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We built fullCIRCLE on a simple truth: Growth isn't linear, it's a return with greater clarity.

Our Executive Coaching helps leaders like you through real conversation, deep reflection, and intentional action. So when challenges come full circle, you'll meet them head-on.

#### High-Touch Coaching

You'll meet with your coach monthly for a year — half of those sessions in person because deeper trust drives deeper transformation.

#### Individualized Partnership

No playbooks. No handoffs. Just one coach, one relationship, and one goal: helping you lead with clarity, confidence, and purpose.

#### ROI You Can See

We measure what matters. You'll receive quarterly progress reports that track your growth in mindset, behavior, and impact.

**Real conversations.  
Real growth.  
Real people you'll know by name.**



We believe leaders grow best in the context of real relationships.



### **Dusten Gratny**

Executive Coach | Co-Founder

Dusten draws from a unique background in animal behavior and leadership development. He helps leaders slow down, reflect deeply, and lead with greater emotional intelligence and intention.



### **Kim Gratny**

Executive Coach | Co-Founder

Kim brings over two decades of leadership experience. With a background in business and marketing, she helps executives uncover what's holding them back — and move forward with purpose.

As a leader, having space to process your thoughts is invaluable.

Kim at fullCIRCLE has been a trusted sounding board and accountability partner, asking tough questions that push me to grow. I'm a more confident, capable leader because of our work together.

*Tom Brandau, VP/IGM of North America for Flow Controls, Emerson*

Executive Coaching allowed me to voice my concerns without fear of judgment and uncover patterns in my thinking that I would not have made otherwise.

Through our work I discovered my actions, not outside influences, were often the root of my challenges.

It helped me approach decisions more holistically, with greater awareness of their impact on others.

*Michael Steen, Vice President, DCI Group, Inc.*