

Coaching

The challenge has never been greater! The current economic downturn has created a business environment of increasing uncertainty, and accelerating change. Only professionals who know who they are and where they are going will succeed. Today's business professionals must do more than manage change. They must thrive on it!

To be successful in your career master the art of self-leadership. Working with a Developmental Coach will help you understand who you are and what gives your life value. Coaching will help you to establish your life's purpose and pursue it with confidence, skill, and commitment. Know *where* you are going and *how* you are going to get there!

The Process

This Developmental Coaching process is a structured, open-ended, and pragmatic approach to personal and professional growth. The process is designed to help individuals develop the attitudes, skills, and qualities necessary for personal and organizational leadership.

Three Essential Elements

Attitude Development:

In order to create an environment of positive attitudes and possibility thinking, it is important for a leader to understand where and how attitudes are formed and how those attitudes can be changed.

Interpersonal Skills:

Much of what a leader is involved in, and therefore accomplishes, involves other people. To be effective in this continuous challenge it is important to learn, understand, and use interpersonal skills effectively.

Goal Setting:

Leadership, among other things, is the process of providing organizational direction and accomplishing necessary objectives. The goal accomplishment model provides the tools and process necessary to achieve more goals, more often, in order to maximize results and outcomes.

Critical Issues Covered in this Process

- The Role of Your Coach
- Strengthen Your Strengths
- Success Comes from Within
- Authority and Power
- Assessing Your Strengths
- Directing Change
- Behavior and Conditioning
- The Value of Mistakes
- Criteria for Effective Goal Setting
- Obstacles to Your Success
- Overcoming Obstacles to Change
- Courage
- Planning with a Purpose
- Delegation and Management
- Communication and Human Relations
- Motivation

- Decision Making and Problem Solving

The Results are Measurable

- More Control of Your Future
- Increased Revenue Increased Profitability
- More Personal Time and Freedom
- A Clear, Focused Direction
- Enhanced Leadership Ability
- Results-Oriented Attitudes
- Develop Your Team
- A Vision for Personal Direction and Decision Making
- Living Your Purpose

8-10 Development Sessions

We will meet weekly via telephone for 8 to 11 weeks depending on your needs. Each session will be approximately 1 hour in length. This process enables you to "develop" since you will have application and practice time between sessions. Each session will end with specific goals and action steps to be accomplished by the next session.

3 Follow-Up Sessions

Sessions will be provided quarterly for the three quarters following the last session. This gives us the opportunity to discuss your progress on your individual and organizational goals. If needed, additional content may also be part of these sessions.