



"You cannot teach a man anything. You can only help him discover it within himself." Galileo

Coaching is a relationship between a Coach and a willing individual or organization built on respect, trust, safety, challenge and accountability. The purpose of the relationship is to motivate the Client to be their absolute best and to achieve extraordinary results in work performance and living. Coaching is NOT an intervention

A coach differs from a consultant in that: <Excerpt from CoachInc.com>

- A coach has mastered coaching and relationship skills (i.e. listening, discerning, sharing, creating distinctions, messaging, requesting, managing, shifting, and focusing on client results) versus a consultant who may master only technical/task skills.
- A coach focuses on the client achieving success versus a consultant who has a professional agenda.
- A coach is WHO focused versus a consultant who is WHAT or TASK focused.
- A coach is a vital link to keep the client focused on the 'big picture' of what is holistically needed in skills and capability to ensure successful change versus a consultant who is task focused.

I use a "coach-approach" in all I do, even when consulting on business strategies using my expertise in areas of risk.

How I Work

As a coach my roles include: mentor, success partner, resource and guide. Goals are achieved faster and more robustly as a result of working with me, compared to figuring it out on your own.

I parlayed a degree in Systems Analysis and Business into a 35+-year career with Procter & Gamble (P&G) specializing in business transformation. Strategy development, leadership and relationship skills were essential to solve one business issue, and then move to the next in more than 20 assignments spanning all categories, multiple countries, and with global responsibility. Since leaving P&G in 2012, I have a portfolio career as a consultant, mentor, coach, board member and engaged philanthropist. With my subsequent education and certification as a professional leadership and executive coach, I draw from my experiences and resources, customizing an approach for each client. Work sessions can be in-person or virtual, depending on the engagement and desire of the client.

Who I Work With

I partner with those who are open to change and possibilities; who are committed and willing to work hard to achieve their goals and highest potential. For example:

- The executive who strives to be a 'leader of leaders'; the mid-level professional who is 'stuck'; the entrepreneur considering giving up a day-job to pursue his dream.
- The leader and team who is challenged to scale their success to new heights; the team who faces an imbalance in skills and capabilities; the global team whose leader feels inadequate among different cultures
- The CEO and board of a non-profit focused on the social sector realizing passion alone is not enough to achieve their vision; the Chief Legal Officer who has been given responsibility to build a compliance program and team; a diverse group of people from different organizations chartered for a specific purpose.

The Coaching Process

Coaching is all about YOU – supporting you to achieve your fullest potential. My goal is to create a comfortable and safe environment for you to share and be you without fear of judgment or criticism. I do that by fully listening to you, by asking powerful, direct questions and by being open and honest with you. Together, we partner to remove obstacles, knock down walls, and gain clarity about what YOU want and how to get it. Coaching helps you change the way you look at yourself, your relationships, and your career . . . perhaps your life.