

DOES MY ORGANIZATION NEED COACHING?

How Leader Development Programs Enable Workforce Transformation

Do any of these problems sound familiar?

- Executives who are frustrated with how to develop their staff into confident, accountable, and effective leaders
- Staff with good technical skills but questionable people skills
- Leaders who work with under-performing teams and want to enhance their team facilitation skills
- Employees who feel stuck in their jobs or careers
- Executives who need to update or fine tune their management or leadership skills

For many of us, these problems are not only familiar, but a way of organizational life. The fact is, management and leadership are sophisticated professions which require highly developed personal and interpersonal skills. Attaining promotions is no guarantee that individuals will have these necessary skills.

How Leadership Coaching Can Help

Leadership coaching provides a solution to these problems and more. It teaches managers and executives new skills, develops talents, and lets an individual's true talents shine. In short, coaching helps committed executives achieve their full potential. Leadership coaching brings out the best in people in the same way good coaching in sports brings out the best in athletes and teams. The transformation of managers and executives into better leaders, listeners and learners can transform an entire organization. A successful coaching effort is a "win-win" for the individual and the organization.

Secrets of Coaching Magic

Leadership coaching targets many different areas of professional growth including:

1. Perspective - Broaden Outlook and Increase Clarity. A leadership coach will help you gain new perspectives and provide a catalyst for eye-opening conversations.

2. Image - Improve the Way a Leader Comes Across. Character, communication skills, and listening ability are more important today than ever before as employees expect more polish, sophistication, and subtlety. Leadership coaching can help the real-person side of a leader come through.

3. Brainstorming - Generate Options and Ideas. Often, the next generation or evolution of a company is conceived during an open discussion of ideas. A leadership coach provides the environment in which an executive's views, ideas, and concerns are respected and expanded.

4. Advice - Get Opinions From Someone Who's Only Priority is You. Everyone a leader works with, including a spouse, has a personal interest in the decisions of the leader. A leadership coach is often the only person whose only priority is the executive's interests.

5. Outlet - A Safe and Confidential Sounding Board. Pent up frustrations, anger, and disappointments impair good judgment. Every leader

needs a trustworthy person to complain to, vent to, and with whom to talk things out.

6. Mirror - To Point Out What a Leader Can't, Won't, or Doesn't See. Smart business people understand that they have blind spots, and most encourage followers to speak frankly about their blind spots. However, politics being as they are, most individuals won't always speak their minds. A leadership coach can be counted on to point out what he/she sees.

7. Skills - Assess, Develop, and Enhance Skills. An ever-changing business environment often requires adoption of new skills or refinement of existing ones. A leadership coach can help assess and build a broad range of business and personal skills.

Who Are the Coaching Experts

TSI's coaching process illuminates the path for evolution and growth of the leader within. We believe a good coach encourages leaders to think for themselves. Our coaches ask questions to lead others to new insights. We are experienced in the use of psychological change techniques and incorporate the secrets of leadership coaching.

At TSI, We're Committed to Results

Expanded consciousness underlies transformational leadership. When a talented individual becomes a more effective team contributor, it makes a positive difference in organizational performance. When a driven manager learns to better understand and develop people, the results are powerful and well worth the investment. Results depend on commitment, perspective and circumstances, and TSI's coaches are poised to handle a wide variety of clientele. We work with leaders in service, military, governmental, manufacturing, educational, health-care, and civic organizations to address today's

most pressing developmental issues. We offer professional leadership coaching services designed to target high payoff developmental areas. Every day, our clients draw upon our ability to design and deliver customized coaching solutions that help achieve sustainable learning and growth.

TSI's Leadership Coaching Services

Our leadership coaches provide a host of personal enhancement services, including:

- full assessment of personality and behavioral style preferences;
- evaluation of attitudinal factors, psychological competencies, and leadership style;
- techniques to maximize motivation;
- skill building lessons;
- client work shadowing in which the coach observes the behavior, interactions and performance of the client;
- clear behaviorally based goals and objectives;
- a safe and confidential relationship;
- development of a maintenance plan.

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