



## October 2019 Newsletter

### Executive Coaching - Leap Style!!



### Executive Coaching, Leap Style!

At Leap Solutions, we see your limitless potential, and we know you can achieve the kind of leadership growth that directly translates to business success. But we won't just tell you how; we'll partner with you, empower you, and guide you through an executive coaching program that's entirely tailored to you.

You'll come away from your Leap coaching experience with vital tools for identifying and overcoming barriers, proven methods for meeting and exceeding meaningful objectives, and new and powerful interpersonal and management skills that will make your leadership more impactful and rewarding than ever before.

## **Coaching in Action**

We'll start with a thorough evaluation to gain a deep understanding of you as an individual and of your role within the organization. We'll learn about your personality type and core behavioral traits, your leadership competencies, the particular demands of your position, and the culture and dynamics of your workplace. We'll then ask probing questions that elicit invaluable introspection and self discovery, help you distinguish your perception of yourself as a leader from reality, and allow you to develop an exciting new vision for what's possible as a leader.

Together with your coach, you'll determine and address the root causes of specific problems or performance challenges; weigh options and walk through decisions; role play difficult situations and challenging employee relations; and translate your own life experiences to the workplace so you can manage from a place of authenticity and strength. We'll set meaningful goals and put into place a realistic, workable action plan for reaching and surpassing them. We'll tap into your driving personal motivations, equip you with all the knowledge, skills, tools and resources you need, and hold you accountable for the outcomes you want to achieve.

Your Leap coach serves as your confidante and cheerleader throughout the process, continually supporting, encouraging and strengthening you into the leader you aim to be while never losing sight of the direction and mission of your organization.

## **The Client-Coach Fit**

Coaching is for new and seasoned leaders. It's for anyone experiencing transition or facing a juncture or precipice. It's for professionals looking to manifest their inner leaders or push themselves and their boundaries. It's for everyone trying to flourish while balancing career, family, relationships and more.

What matters is that you're open to progress and willing to work for it.

The ideal coach will inspire, inform and transform your leadership. Personality and style matter! Look for a coach who is engaging and insightful and who energizes you personally and professionally. You'll want an expert you can trust with confidentiality concerns and with whom you'll feel at ease opening up and exploring strengths as well as opportunities for improvement and growth. Your coach should be compassionate but direct, someone who connects with you but also challenges you and holds you accountable.

## **The Faces of Coaching at Leap**

Leap Solutions coaches have decades of leadership development experience, but we each bring unique perspectives and strengths to the coaching process.

### ***Judy Coffey, RN, MBA, Senior Consultant, Leadership Coach and Mentor***



Over the past 25 years as a healthcare professional, Judy has coached and mentored experienced and emerging leaders across Northern California to enhance their skills in employee engagement, department management, effective communication, emotional intelligence and more. Judy is an exceptionally good listener and collaborator known for her ability to create a non-judgmental, safe and comfortable space for clients to expand their thinking, build on their confidence and explore and develop their own unique leadership style and approach. Responsive, flexible, fair and frank, Judy is genuinely interested and invested in the growth and advancing potential of each and every coaching client.

For decades, Chuck has transformed teams of all sizes through organizational effectiveness, change management, strategic planning and professional development initiatives. He cultivates leaders through nontraditional planning processes, managing relationships, improving organizational behavior and driving organizational results. As an executive coach, Chuck is intuitive, direct and steadfast in his focus on what's best for the individual *and* the business as a whole. Clients can count on Chuck to motivate them, support them and hold them accountable to making significant improvement and seeing immeasurable growth and success.

***Chuck McPherson, Partner***



***Scott Ormerod, Partner***



Scott has more than 30 years of experience in people management, coaching, organizational development and human resources in a wide variety of industries including his passion for community service. His diverse background in business, healthcare, education and nonprofits makes him especially well-suited for coaching executive leaders. He skillfully guides clients through obstacles and toward a leadership potential they never thought possible. Scott is committed to delivering on his clients' return on investment by ensuring that his leadership development programs are fully transparent and that every executive coaching experience is wholly worthwhile and truly valuable to both the participant and the sponsoring organization.

## ***Susana M. Morales, Organizational Development Consultant***



Susana is a facilitator, evaluator and researcher and has worked extensively with non-profits, state and local governmental agencies and universities in the Bay Area and beyond. A first-generation American, woman of color and native Spanish speaker, Susana coaches in both English and Spanish. She asks the right questions and provides effective tools and methods for coaching the whole person—who you are at work, at home and even when you are alone. Known for her energy and enthusiasm, patience and positivity, Susana helps develop clients into the highly capable, creative, resourceful leaders they are meant to be.

Whomever you choose as your partner, you can count on your Leap coach to build trust quickly and show you how to establish powerful, career-long strategies and systems for becoming your best leader.

### **What Are You Waiting For?**

Leap Solutions believes wholeheartedly in the career-enhancing, life-changing value of coaching. We've coached countless leaders to find the clarity, skills and confidence to strengthen their roles and performance in their companies, achieve their highest goals and experience exponential growth in every aspect of their lives.

***Let us do the same for you!!***

## **ARE YOU READY TO LEAP? ®**

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