

Leading with IMPACT

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Well, the Groundhog has “spoken” and it looks like most of us will be expecting another 6 weeks of an already long winter. As the cold and snow of this winter seem unending, the challenges we are all facing with an unstable economy also seem to have no clear end in sight. This year will certainly be a year full of critical decision making and managing change. Whether yours is one of the few companies still in a growth mode or one of the more typical, facing a “tightening of the belt”, it is well recognized that doing business this year will require some special skills and effort. We have to be directly focused on our targets, diligent in our planning and disciplined in our execution. By doing so, we increase the likelihood of being successful.



Sharon Gaughan

Executive/Management Coaching: Is It For You? If there is one question we hear more and more often, it is “Do I need a Coach?” Now that is it so well documented that executive coaching is effective in shaping a leader’s abilities and improving organizational performance, as well as a good return on investment dollars, more and more of you question whether it is right for you.

Just what is Executive Coaching? Executive Coaching provides the support needed to engage a leader in a personal learning development process that can ultimately translate to a major shift in organizational performance. An effective coach will get to know the culture of the organization, along with the leader’s personal strengths, leadership style and challenges. An executive coach will not only focus on the blind spots in the leader’s style and/or skills, but will also provide feedback relative to how the leader relates and leads in the workplace. The coach then serves as a “thinking partner” with whom the leader can speak more freely than they would with colleagues or persons within the organization. An effective coach helps the leader to discover dreams, to explore new possibilities, alternative ideas and solutions as well as to understand strengths and gaps and their impact on others. The key to a successful relationship is honesty and trust.

Is Coaching Right for You? To answer the question whether you need a coach, there are several considerations:

1. Are you coachable- are you willing to listen and try new (possibly uncomfortable) things?
2. Do you need and can you accept honest feedback?
3. Do you want to understand and leverage your leadership style and your strengths?
4. Are you interested in gaining awareness of your gaps, their impact and how to take action as needed?
5. Is your company culture right for coaching- is there support and follow-up?
6. Will you accept accountability for your involvement, your actions and your results?
7. Can you trust someone to serve as a “thinking partner”?
8. Are you willing to put in the necessary time (3-6 months minimum) to meet with your coach and develop/execute a personalized learning plan?

What are the Benefits from Coaching? Working with a coach can intensify the leader’s focus and approach, increase confidence, improve communications and impact, and increase influence.

IMPACT Learning Inc. NEWS!!!!!!

- We have recently redesigned three workshops: *Leading A Sales Force in Turbulent Times, Increasing Sales Effectiveness and Outcomes, and Fundamentals of Account Planning*
- Call us to learn more about how we can address your leadership development needs as well as for information on: *Executive Coaching, 360 Feedback, Change Management and Talent Management*
- In the midst of planning for your 2009 organization or leadership development needs? Don’t hesitate to call us for suggestions on how to achieve the greatest impact while using your resources wisely.

In celebration of a dozen years in business, we are offering one complimentary executive coaching session to all current and former clients. Contact Carol@impactlearninginc.com or 330 665-1865.