



# Executive Coaching

## PHILOSOPHY / APPROACH

Joan is not simply a coach; for six months she becomes a key member of your team. She is a partner who rolls up her sleeves and helps you move your organization from good to great. But a diagnosis is not enough for Joan. She will challenge you to think bigger and make tough decisions. She will be your single biggest advocate.

As your Executive Coach, Joan will be a mentor, a professor, a compassionate truth teller, and your own personal management and leadership consultant.

Joan's guidance is practical and actionable. She brings core elements of workshops she offers at conferences and original resources she has developed over the years to make a measurable and meaningful difference in the ability of her clients to lead effectively.

## HOW SHE CAN HELP

Here are some ways Joan's coaching has helped clients over the years:

- Develop a strategy to move a weak board chair out
- Identify gaps in your board and offer a strategy for filling them
- Design a board orientation that allows new members to hit the ground running
- Review / draft / outline public event speeches
- Set up a new CEO for success by exploring organizational dynamics, prioritizing, marketing earlier successes and developing 'quick wins.'
- Change the way you see your calendar with techniques that enable you to assess how you spend your time and how to manage your calendar (and not the other way around)
- Work with you to outline goals and agenda ideas for a staff retreat
- Build a strong relationship with an incoming chair using a session involving both ED and Chair to set goals for the year
- Dedicate a session to fundraising - how to bring a current donor closer, prepping for a big donor lunch
- Generate news hooks that can drive you into a role as a thought leader in your sector
- Build a plan for how to execute a new strategic plan that left you with the 'why' and the 'what' but not the 'how'
- Develop internal and external messaging around significant change in your organization
- Co-create a plan for managing a crisis in your organization

- Transform your board meetings so that board members leave engaged, enriched and ignited
- Diagnose a management issue leading a CEO through a successful senior team reorganization

## STRUCTURE/FORMAT

- Each engagement is six months in length with client meetings every other week for 90 minutes
- Goals are set at the start of each engagement and Joan keeps the conversations focused to ensure that both Joan and the client will be on the same page about the outcomes that will define success.
- Joan will never assign homework unless the client requests or volunteers