

COACHING

FOR LEADERSHIP DEVELOPMENT

HOW COACHING CAN MAKE A DIFFERENCE

“The reason most people never reach their goals is that they don’t define them, or ever seriously consider them as believable or achievable. Winners can tell you where they are going, what they plan to do along the way, and who will be sharing the adventure with them.”

~ Dennis Waitley,
American Author &
Productivity Consultant

SPECIAL POINT OF INTEREST

In a study conducted by the Society for Human Resource Management, coaching programs that included goal setting, collaborative problem solving, practice and feedback showed an increase in productivity among participants of 88%.

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Leaders have significant impact on their organizations.

Through their actions, attitudes and messages, they cast a shadow that influences everyone around them. The shadow can be either constructive or destructive. Leaders’ accomplishments, as well as their missteps, are always on display.

Leaders provide vision and strategic direction. They build and maintain relationships. They stimulate learning and innovation. They inspire, encourage, and model behavior to others. Because of the tremendous impact of leadership roles, investing in the develop-

ment of leaders has a significant effect on an organization, the people with whom leaders work, and the leaders themselves.

Most leaders have risen to their position through a combination of skills which they adapted by observation or through trial and error. As they moved through their career, they successfully learned new skills or adapted old ones to meet various challenges. At some point in the careers of most leaders, there comes a time when old patterns don’t match up to new challenges and they realize they could use a little help.

The goal of coaching is to accelerate a leader’s development. Coaching speeds learning and enables leaders to make significant leaps in learning and behavior change in a short period of time. This happens because the coaching process is focused on self-development and is specific to each leader’s needs. Leaders learn how to observe their behavior, recognize their impact on others, reflect on their belief systems, and change their actions to get the best possible results. ▲

COACHES HELP WHEN THE STAKES ARE HIGH



Coaching is a partnership to help leaders uncover new possibilities, discover untapped strengths and abilities, and build new skills. Coaches help when:

- There is a gap between knowledge and confidence.
- There is a need or desire to accelerate results.
- A personal or professional setback has prompted a fresh look at future goals.
- A leader has not yet identified his/her core strengths and how to best leverage them.
- Mounting responsibilities require skills for “staying on top of things.”
- There is an urgent challenge, stretch goal or opportunity.
- A leader wants to take his/her performance to the “next level.”

For more information , contact Lynae Steinhagen or Georgine Madden @ service@madd-steiny.com. ▲