



- Business Analysis & Coaching
- Market Branding
- Strategic Planning
- EQ-i® Training
- Publishing and Editorial Services
- Intellectual Property Development

Here are many issues my clients grapple with—How about you?

Within the coaching environment, people seek a strong peak experience or place they want to make the strongest impact.

Strongest impact	What do you need to begin?
Strategy	Need a framework, want to be more effective and efficient
Focus	Renewed commitment, shift attention, priorities
Plan	Verb and noun: blueprint, projection
Content-substance	Framework; create a river with tributaries
Sharpen decision making skills	Personal definition; practice; implementation strategy for “when”
Go deep	Remove the mundane; deliver results from a purposeful place
Influence quotient	Increase visibility, negotiate a situation
Attitude adjustments	Review current behavior; initiate and practice new habits; expose self-limiting thoughts and beliefs; take action
Negotiation	Skills, attitudes
Culture change	This has an entire body of work associated with it. Our system relates leadership style, behavior, and metrics to achieve this result.
Leadership presence	Behavioral coaching; remove distracting habits—verbal and non-verbal
Engagement	What presence are you projecting—optimism or pessimism, why bother, defeated before starting; how do you show up?
Clarity	Expose, define, create and implement the goals to achieve clarity of purpose, project; relates to focus.
Collaboration	Assess requirements; what skills are necessary, define the critical path and attract the talent to you.
Succession plan	This relates to leadership and legacy; what is your knowledge transfer strategy; relates to the strategic plan; remove politics from the equation.
Best practices	Study two companies leading in your industry. Create a best-practices chart and meld information into strategic plan. Retrain the organization with this focus.
Board development	Assess the board’s governance focus and issues. Implement training to amplify the impact board members can have; attract the talent to fill gaps.
Network	Assess the strength of your network; after primary and secondary contacts, access related industries through peripheral circles.



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Accountability	This is personal and relates to values and your personal truth. What is your code of conduct and assess how you relate to it daily.
Teams	Departments, projects, and events—a leader must emerge.
Assessments	EQ-i 2.0®, 360, company report card
Conflict resolution	Avenues to mediate discord; strategies to reduce stress
New issues	Specific to you and your environment in order to optimally function.
Employee development	Channels for skill growth, promotion, engagement, and appreciation all must interlace.
Sharpen your perception	What do you know? How can you expand your view of the environment you're in?
Create disruption in your market	Innovate, create, disturb, challenge, ruffle feathers are all part of this essential mindset to share within an organization. The rules must be flexible enough to accommodate this burst of energy.
Alignment	Personal values and company values must align or there is conflict. It will distress direct reports, create rumors, challenge authority, and the list goes on. This is highly TOXIC!
Priorities	Strategic planning and alignment.
Vortex	What is yours? Black holes, blind spots, anxiety, inferiority complex?

Define

Antidotes

Situations clients are in	Hyper focus or lack of focus Ineffective communications Fresh perspectives Silo cultures	
Benefits		
	CYA	Next step Move from to

Listen	
10 questions	Uncover cost of the problem;
Proven methodology—Value to solve this problem. How would _____, what would it mean to	Samples, previews, blogging Designed dashboard per problem. 2 sessions to complete, minimal cost What would you like to do next?
Benefits—coaching conversations	Responses, value proposition, others in



..... *Leading Clients Across the Business Enterprise*

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Strategic introductions	organization (sponsor/client), best way to get in front of them.
What's next	Keeps clients longer
Listen for problem	Listen for referral
Overwhelm	Analysis paralysis, procrastination, indecision