



## Trailblazer Leadership Coaching Services

As I have grown and developed as a coach, I've learned what kind of coaching I enjoy doing and what has the best results for the people I work with. I have done a lot of reflection to build a sustainable coaching practice that feels good to me. Please review this material to decide whether or not I am the right coach for you!

### Who I Work With

I offer coaching to executive level leaders (folks that serve on leadership teams within their organizations) who are looking to enhance their personal satisfaction in their professional lives. These are leaders who are looking to hone in on, articulate, and solidify their leadership assets and want support on actively using those assets at work. They want to feel more aligned with their whole selves in the workplace. They want to develop their emotional intelligence at work and see it as a necessary part of work. They want to develop trust and confidence in their own leadership.

There are many reasons why a leader might be interested in coaching. I find that many of my clients are looking for coaching in order to:

- Reflect on and define their leadership assets
- Develop their confidence in leading teams, especially where they are managing other leaders
- Build trusting relationships with partners, teammates, and in coalitions
- Ideate the creation of new businesses/programs
- Transition into new roles that align with their values

### Coaching Approach

I develop long term, asset-oriented relationships with my coaching clients that are based in abundance. I believe that you already have everything you need in order to be a successful leader.

You may come to work with me for a variety of reasons, with particular goals in mind, and those goals may change over the time of our coaching relationship. Our coaching engagement is driven by you.

I am your process partner. My style is conversational. I will ask you questions, help you draw out the next steps you want to take, and provide accountability. We will directly discuss your emotions and examine your mindset. I rarely assign "homework" in the form of worksheets or other assignments. Most of our work is done in our sessions, but



we will develop ideas of things you want to try, or observe, or think more about before our next session, and I will ask you about those things when we meet again.

Occasionally, I will bring in tools like the [Adaptive Cycle](#). I don't use many assessments in my work, but if you want to use assessments in your coaching, I will help you interpret and act on the results.

### **Benefits of Coaching**

There are a variety of benefits to coaching, from opportunities for reflection to integration of learning to processing with a partner. To me, one of the biggest benefits is that you can openly and honestly talk about your big questions, emotions, and pain points at work. Leaders often feel very isolated, having few people they feel like they can share their thoughts and feelings with on a professional level. Coaching is a partnership based in nonjudgement where people are able to not only share but also problem-solve for what to do next. I really like these [Benefits and Outcomes of Coaching](#) created by Dr. Kathy Allen and I aspire to embody these in my coaching work.

### **Coaching Engagements**

We will start with an initial 30-minute session where we will get to know each other. You will tell me about your professional journey and what has led you to seek coaching. I will suggest a starting place for our coaching engagement and answer any other questions you may have. If we decide to work together, we will sign a coaching agreement and get started!

Engagements can be either six months or one year with opportunities for renewal. All coaching sessions are one hour long and are online over Zoom unless otherwise requested. You will have at least one coaching session per month with the opportunity to schedule up to one per week. The frequency can fluctuate depending on what is happening with you and your organization at the time. Sessions can also be scheduled in "urgent" situations such as prior to important meetings or interviews. In between sessions, you can email me at any time with questions or for guidance.

### **What I Don't Do**

In reflecting on the kind of coaching I like to do and where I am most effective, I've also learned about the kind of coaching that, for a variety of reasons, I do not want to provide. This includes:

- Career coaching, including exploring new paths outside of the career path the client is currently on
- Job search support, including resume review and refining job search criteria
- "Last resort" or performance improvement coaching



## **What Coaching Is and Isn't**

### *How is coaching different from therapy?*

Our workplaces are full of emotions. People think because we deal directly with emotions in coaching that it feels like therapy. Clients jokingly call me their work therapist. While this might be an easy association to make, I am not a therapist. In our coaching sessions, we will acknowledge and work with the emotions that come up at work. We will talk about actions to take and ways to move forward. Therapy usually helps clients figure out "why", while coaching helps clients focus on "how". Because I am not a therapist, we will not dig into your past relationships or childhood to unpack the source of your emotional responses. I do not help clients work through mental health related challenges. I am also not trained in trauma-informed methodologies. I am not equipped to guide you on your healing journey from workplace trauma.

### *How is coaching different from consulting?*

Due to my professional experience, I am often asked for advice or my opinion on situations my clients face at work around strategy or planning. On occasion, if it feels appropriate, I will talk about my own experiences or offer resources for clients to look into. I will not analyze your organization's situation and tell you what you should do or prescribe specific tools or interventions. Outside of my coaching, I offer consulting through group facilitation, program planning and development, and partnership/coalition development. If you are interested in those things, please feel free to reach out about a consulting engagement.

## **Fees**

My coaching fees are \$1,500 for a six-month engagement or \$3,000 for one year. You can choose to be invoiced monthly or quarterly. You can pay by check, credit card, or bank account.

If you pre-pay for your entire coaching engagement upfront, you will receive a discount of \$1,200 for six months or \$2,400 for one year.

## **Getting Started**

If you would like to set up a 30-minute initial session, please use the form on the [Contact](#) page on my website. I will respond with a Calendly link for you to schedule the best time that works for you. I look forward to hearing from you!