

Coaching Individuals for Personal Productivity

People on their way to the Executive level and aspiring to do the work of the Transformational Leader often need individual coaching to achieve that dream. The coach can focus on the unique issues of the individual and serve as a teacher and guide in an atmosphere of trust and confidential communication. Often, the coach-coachee relationship continues informally for years following due to the relationship that has been established with the coach having the opportunity to watch the client move toward the intended goals.

Meeting for half to full days according to the client's schedule, a tailored program begins and includes the following:

Self-Assessment:

Any program of **The Patnaude Group Inc.** begins with the same process - *Inside/Out*. First determining the motivation behind the behavior, the coach and coachee gain some insight into the person who wants to make changes. To do so, the following instrumentation is used:

➤ **Value Cards:**

Through the exercise of defining what values matter most and least, the participant begins the coaching process knowing the Top Five values that drive their behavior.

➤ **The Circles of Self-Concept:**

A psychological model developed by Jeffrey Patnaude in 1988, shows the differences between Self-esteem, Self-image and Self-ideal and how all three combine to create a positive or negative presence in the world.

➤ **The Stress Map:**

A unique instrument that measures 21 areas of life from Burnout to High Performance. Prepared prior to the first session, the participant will focus on three areas in need of change for relieving the stress areas that affect personal productivity.

➤ **Goal Setting:**

The client knows what he/she wants to achieve but often does not know how to get there. Determining those goals using the **SMART** formula will help guide the participant toward success.

The Tailored Program

After the assessment has been completed and goals determined, then the coach will assemble instrumentation and exercises to best assist the client in their growth process. Since this program is NOT "off the shelf," the following are some of the areas that can be pursued:

Time Management:

"It's about Time" created by associate Chuck Gompertz is a practical way of looking at time and organization and how to best utilize that same amount we all are given each day.

Living Simultaneously:

Based on the book by Jeffrey Patnaude, this is a Work/Life balance process that is essential for any effective executive.

The Art of Speaking:

The most "noticeable" skill in leadership is the ability to stand up and speak effectively. Through filming and coaching, the participant watches their own progress toward a skill that will benefit them greatly.

Quality Listening:

Studies have proven the most "important" characteristic of great leadership is the ability to listen well and generously. This practice will be expected throughout the session period as a way of honing the skill.

Additional paths and processes are always available for the best way to meet the needs of the individual seeking the experience of Personal Productivity.

Thank you for your interest in Coaching Individuals for Personal Productivity. For more information about our coaching or *The Patnaude Group Inc.*, please call 540.270.6825 or visit www.patnaude.com. We look forward to serving your training needs.