

Executive Coaching for the Individual

There is always the Leader who prefers to learn from a coach in a one-on-one setting instead of a group format. Able to fit the Executive's ever changing schedule, our coaches schedule multiple sessions for deepening the awareness and the competence of this leader according to his/her goals.

Jeffrey Patnaude's book, *Leading from the Maze* serves as a backdrop for the Individual Coaching sessions. This maze, a labyrinth, has three parts to the Hero's journey: The Journey Inward, The Place of Center, and The Journey Outward. Following the same pathway in and out, the participant learns the revolutionary *Practices of Inner Management* as guides for the journey - *Journey, Choice Balance - Imagination, Intuition, Joy - Power, Trust, Compassion.*

Journey Inward - A Way of Being

The **Journey** begins by descending into the Labyrinth and the realm of the inner self, awakening the Emotional Intelligence that will confront the obstacles that stand in the way of the Transformational Leader. Motives, fear, judgments and assumptions often live below the surface and feed the dragons of dysfunctional behavior. Confronted with constant change, leaders know the necessity of making good choices at every turn of the maze. **Choice** lives at the heart of the evolutionary change necessary for creating "Great Places to Work." In an age of instability, the leader then discovers that a **balance** of body, mind and spirit is not just an optional quest, it is essential for shaping personal goals and positively influencing the corporate Work Climate.

The Place of Center - A Way of Knowing

The Center of the Labyrinth is known as "the treasure room" - the place of intuitive wisdom that is often not discovered in a world where data reigns supreme. To know the unknowable, the traveler must be attentive to the wealth found in the realm of **Imagination** where our most creative vision and thoughts arise, unrestricted by conventional assumptions of what is logical or possible. Through **intuition**, which allows our restricted consciousness to reconnect with the visionary dimension that fires imagination, we can reach the place of joy. **Joy** is the eternal and playful spirit that is often repressed by the weight of too much knowledge or structure and is always resurrected by a love for life

The place of center will reveal that it is sometimes necessary to throw out all preconceptions and be open to a process that welcomes creative change.

Journey Outward - A Way of Action

After exploring a Way of Knowing, the traveler now makes his/her way out the Labyrinth for acting upon the Self-Awareness of Part I and the Vision of Part II. Based upon acknowledging power, cultivating trust and expressing compassion, the leader learns that authentic **power** is an alternative to coercive or social styles and instead, takes the form of coaching and of service - connecting to "The Greater Good." **Trust** is the foundation of all relationships, including High Performing Teams and generates its own power - power that each can own and all can share. This is the root of the culminating practice of Inner Management, **Compassion** which connects the leader, with his/her passion and gifts, to the needs of their world.

Some of the tools that may be used:

- The Myers Briggs Type Indicator
- The Circles of Self-Concept
- The Stress Map
- The EQ Indicator
- Value Cards
- The Four Part Strategic Visioning Process
- The Creative Whack Pack
- Motive Questionnaire
- Work/Climate Survey
- Leadership Style Indicator
- *Primal Leadership* - Daniel Goleman

Cost: Determined by which coach is utilized

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