



LEADERSHIP COACHING

Fostering better skills to engage tomorrow's workforce needs.

www.buildbetterculture.com



MY APPROACH

We begin our discussions with discovery meetings to better understand your scenario and goals. Participants take part in a survey to help us uncover their personal story lines. We work through their behavioral patterns, and eventually their teams so we better understand and work toward stronger connections and influence. Be prepared for periodic checkpoints with your internal team as an important part to these programs.

My coaching approach is tailored to each leader's goals and needs, focusing on areas like *time management, communication, team engagement, strategic thinking, accountability, delegation, conflict resolution* and more.

Providing coaching and guidance to leaders is the first step. Beyond that is coordinating results and follow up actions with their leadership and support structure.

GOALS

1. Build self-awareness

When leaders know and understand their blind spots & gaps, they can work to improve upon them

2. Improve communication & influence

We learn through practice and failure. It's more than putting yourself in someone else's shoes. Listening with intention & curiosity for understanding matters.

3. Understand motivations & beliefs

Everything employees learn and care about has context. Helping leaders see and uncover this builds stronger emotional intelligence and connection, which allows us to better engage our employees and colleagues.

COMMON THEMES

- Managers who don't 'connect' with their teams
- Communication style pushes a lack of trust and engagement
- Reactive management style (always putting out fires)

TIMELINES

- Recommended Bi-weekly or monthly sessions
- Ongoing support
- Length of our engagement to be defined during discovery phase



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I provide guidance to help managers learn how to fish for themselves, becoming the leaders that your organization needs to retain their best and brightest employees.