



YOUNG PROFESSIONAL COACHING: CASE STUDY

External coaching promoting independent strategic thinking and focusing on implementation to help clients achieve both significant and lasting improvements in their performance.

CLIENT'S COACHING OBJECTIVES

- Secure an internal **promotion**.
- Improve **delegation** with direct reports.
- Navigate **difficult conversations** with **confidence**.

"I had an excellent coaching experience with Rachel" which "exceeded my initial expectations."

"Rachel came to every session prepared and excited to engage with me. I found Rachel's coaching style extremely approachable, supportive, and personal."

"...I had tools and actionable plans that I could implement immediately. I quickly saw improvements in the areas for growth we identified at the outset of the coaching relationship."

Coaching Client
Attorney, Wagoner Law Firm



"Our experience with Rachel was very positive. I attribute the positive changes I've seen in our team to her coaching sessions and will absolutely use her again as I continue to invest in my team's personal and professional development."

Client Sponsor
Partner, Wagoner Law Firm



COACHING PROCESS

A blended approach of **individual coaching** (6 x 60 minutes) and **cohort workshops** (2 x 60 minutes).

- **Workshop:** Establish coaching context, set expectations and establish confidentiality guidelines.
- **Session 1: Goal setting**
 - Choose focus area, step out of their comfort zone.
- **Sessions 2-3: Tools to support awareness**
 - Pinpoint levers/obstacles stalling client progress.
- **Sessions 4-5: Increase focus on 'how' change will happen**
 - Build confidence and pressure-test learning.
- **Session 6: Critical reflection**
 - Evaluate their performance and reinforce client autonomy vs. coach dependency.
- **Workshop:** Celebration of progress with Sponsors.

COACHING RESULTS

Maximized return on investment:

- Recouped the full program cost through the application of coaching techniques, more than \$1K saved by delegating just 4 hours of work after week 3.

Demonstrated a coaching mindset

- "I am looking at interruptions as opportunities to practice and grow as a leader." "I am not the only solution. What role do I want to have here?"

Established a track record of success

- "Promotion to senior associate, more confidence giving feedback, more comfortable delegating work, more success talking to potential referrals for work."



HOW TO WORK WITH RMI

Empower Your People Through On-Demand Coaching



	Coach on Call	1:1 Coaching
How Coaching Works	<ul style="list-style-type: none">• 4 x 60-minute coaching sessions per month (available to all staff)• 2 x 30-minute workshops (Introductory & closing for all coaching participants)• 2 x evaluations to track progress• Hybrid delivery (in-person & virtual options)• 6 month minimum engagement	<ul style="list-style-type: none">• 6 x 60-90 minute 1:1 coaching sessions• 1 x triad meeting• Customized coaching plan tailored to individual goals• 2 x evaluations to track progress• Hybrid delivery (in-person & virtual options)
Best For	<ul style="list-style-type: none">• Companies seeking to build a strong coaching culture• Teams needing access to continuous coaching as a resource• Businesses wanting accessible coaching for their workforce	<ul style="list-style-type: none">• Your high-potential professionals on a leadership track• Individuals focused on advancing leadership capabilities• Targeted development for leadership and career growth

For pricing and confirmation - email rachelmalikinternational@gmail.com

OUR COACHING APPROACH

- Coaching with RMI puts your people in the driving seat, empowered to act and motivated to make the changes they need and want to make.
- Common benefits include:
 - Improved ability to influence at all levels, increased confidence, improved sense of direction, focus and personal initiative.
- Sample topics include:
 - Navigating organizational politics, internal progression, strategic career planning, developing emotional intelligence, building resilience, communication (e.g., managing up, public speaking).

COACH



CLIENT

We take a client centered approach to coaching, exemplified by the role of coach and client driving in a car.

The client drives, choosing the destination and direction of travel, while the coach questions and makes observations along the journey.



RACHEL MALIK, ACC

Founder & Managing Director
Rachel Malik International (RMI)

Education

- ICF Certified Coach ACC (2023)
- Barefoot Coaching Certification (2023)
- M.A. Linguistics & English Language
 - University of Edinburgh and University of British Columbia

Volunteer

- Board Member at Upstate New York International Coaching Federation (2023-Present)
- Co-Chair of the Young Professional Network (YPN) Capital Region Chamber (2024-Present)
- Mental Health First Aider (2024)

Skills

- **Famous For ...** Problem Solving, Critical Thinking, Implementation
- **Coaching and Mentoring** - Delivering support in a confidential and ethical way to facilitate client growth
- **Corporate** - Strategic Planning, Stakeholder Management, Networking, Retaining High-potential Talent
- **Facilitation** - Adult Learning Theory, Instructional Design, Workshops
- **Interpersonal** - Emotional Intelligence, Conflict Resolution, Active Listening

MEET YOUR COACH

Rachel is a high-performance coach committed to future-proofing organizations through the development of talent. She has delivered meaningful change to a diverse range of clients, from C-suite and senior leadership teams to new graduates.

To date, Rachel has trained over 560 individuals across 12 countries, helping them leverage coaching as a vital part of their professional toolkit. She has conducted 13 workshops, delivered 5 keynotes, and hosted 6 panels in the Capital Region.

For Rachel, client growth is the foundation of her work. By focusing on how language shapes both thought and action, she helps clients cut through complexities and get to the heart of their challenge. Rachel's signature coaching style "challenge & engage" empowers clients to push beyond their comfort zone and unlock new levels of performance. With her blend of practical work experience and business acumen, Rachel serves as an invaluable resource, equipping businesses for success in today's competitive talent market.

In her corporate career, Rachel worked at bluechip companies including PepsiCo, Procter & Gamble, and Hallmark. She managed a \$25M P&L, led a team of 10 colleagues, and developed digital marketing strategies that saved \$4M in just six months. Additionally, she collaborated with leadership teams to execute workforce development initiatives and received the PepsiCo European People Award in 2022 for leading the Thrive Gender ERG.

RMI'S REACH



"I immediately realized working with Rachel would be different from other professional coaching experiences. The takeaways from each session with Rachel are both personal and empowering for me, and extremely practical for my practice's goals. Our conversations have shifted my mindset and approach to this business in ways I had not considered while working over the past 10 years with other mentors and coaches."

Executive, Northwestern Mutual US