

#### Session #808

# Who's Watching Your In-House Career? How a Professional Coach Can Help you Gain the Edge

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#### **Agenda**

- Who Hires a Professional Coach?
- What is Executive Coaching?
- When Should You Hire a Coach?
- What are Five Common Coaching Scenarios?
- How Do You Get Started?
- How Do You Get the Most Out of Your Coaching Experience?



#### Who Hires a Professional Coach?

Athletes, why not lawyers?

Teams, why not individuals?

Business professionals, why not you?





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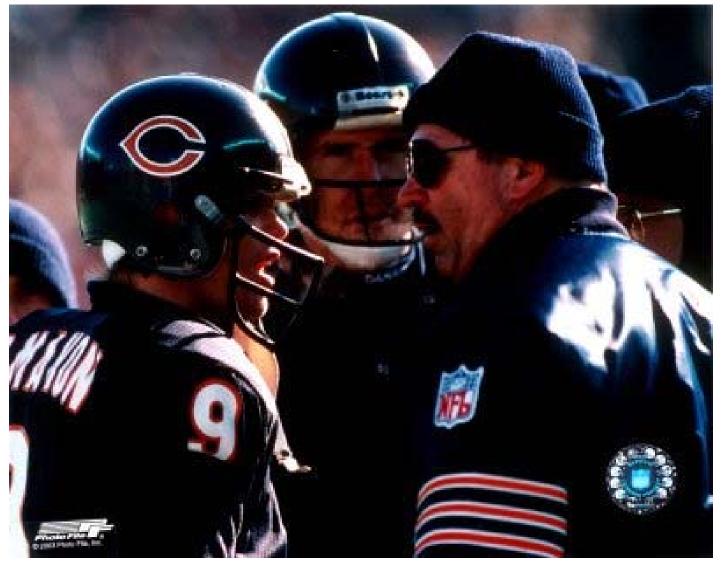




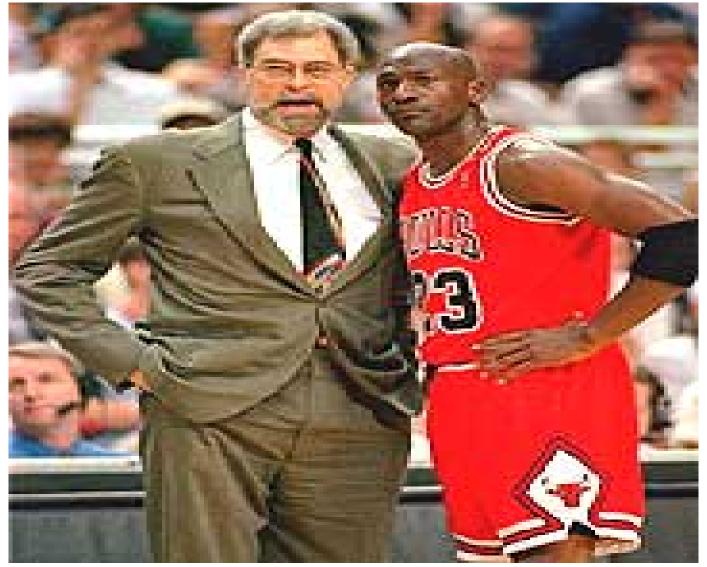




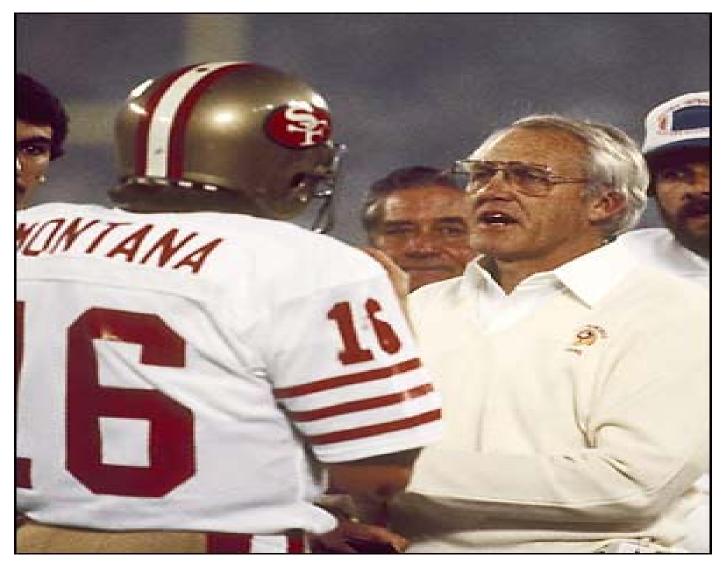






























### What is Executive Coaching?

- It IS
  - Tailored professional development
  - Practical, diagnostic
  - Trusted confidential resource
  - Experience on your side
  - Suggested courses of action



# What is Executive Coaching?

- It's NOT
  - Managing

Therapy

Life-only coaching



#### When Should You Hire a Coach?

When career is going well

When facing challenges or problems

When planning for the future



#### What are Five Common Coaching Scenarios?

- Career planning and advancement
- Professional skills development
- Professional reputation development
- Executive development
- Management of group dynamics



#### **Career Planning and Advancement**

- Evaluate prior roles
- Conduct inventory of career needs
- Collect 360 feedback
- Reconcile feedback with inventory
- Design next job steps
- Develop key skills
- Fine tune & maintain



### **Professional Skills Development**

- Communications skills
- Presentation skills
- Writing skills
- Skills for dealing with the media
- Professional relationships network



#### **Professional Reputation Development**

- Involvement in professional organizations
- Public speaking
- Publication in professional journals
- Media interviews
- Personal branding



### **Executive Development**

- Understand dynamics/agendas in room
- Recognize different personalities & styles
- Realize that delivery affects receptiveness
- Distinguish stress points-individual & team
- Anticipate responses



### **Management of Group Dynamics**

- Developing better skills:
  - Applied communication strategies
  - Critical conversations
  - Situation management
  - Negotiation and mediation approaches



## Management of Group Dynamics

- Applying skills in real life situations:
  - Dealing with difficult people
  - Earning and keeping the respect of colleagues
  - Building good relationships
  - Managing office politics
  - Recovering from miscommunications



#### **How Do You Get Started?**

Prioritizing your goals

Finding an executive coach

Selecting the right coach



# How Do You Get the Most Out of Your Coaching Experience?

Managing the relationship

Financing a coaching relationship

Knowing when it is time to move on



# Thanks for coming!

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This program is modeled after a local meeting from the San Francisco Bay Area Chapter hosted by the Career Development Committee Chairperson Paige Raleigh, Corporate Counsel, NEC Electronics America, Inc.