

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?























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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