

COACHING PHILOSOPHY

Being in the workforce for over 20 years prior to starting, Finding Resolution Consulting, my experience in management/leadership positions has given me a strong foundation and unique perspective of understanding human behavior and the environments of associations, business and higher education.

Adept at recognizing and developing leadership talent, I help clients deal with current situations and effectively envision their future. While being their advocate and support, I ask straightforward and direct questions to provide clarity of where they are and where they want to be. With brainstorming and discussion, goals are defined and the accountability process established. Responses are provided with insightful feedback and meaningful questions which prompt self-examination.

My style is highly organized and enthusiastic with a positive and motivating style. By being an objective sounding board, new possibilities are developed to heighten leadership performance.

As a creative communicator I focus on:

- the specifics of goals- not generalities,
- the power that attitude holds in success; and
- the importance of self-awareness

My leadership/executive coaching and management training has been extremely beneficial for experienced leaders/managers and teams looking for better skills, attitudes and cohesion. Among the topics on which I have been successful in helping clients are: personnel situations, effective time management, talent management of staff, life balance, the power to say "no", better customer loyalty and more effective communication.

Ann

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