



Advocates for **Workplace Excellence & Equality**

Executive Coaching is the Foundation of AdNet's Service

- Executive Coaching is an alliance and a customized one-on-one relationship with a client who is usually in a position of leadership, management, a valued employee or who owns a business.
- Coaching is often focused on enhancing or improving performance, effectiveness in communication, relationships, management, and leadership, better decision making and problem solving, organizational growth, and creating effective work environments.
- Our Coaches are systems literate; we know how to support you in making your systems visible, identify dysfunctional systems, and to shift them. We know that 90% of the results in any organization are due to the systems in which our people work.
- We encourage the setting of meaningful goals, full use of our clients' potential, and expression of their creativity and resourcefulness.
- We support the individual to identify and remove distractions to support work efficiency.
- The relationship is designed to draw upon the client's strengths and is based upon the premise that the client has the answers.
- The Coaching relationship is a safe, trusting, challenging, and creative relationship designed to accelerate the client's growth and to foster more change than would have occurred without the partnership of the Coach.

We have found that when Executives, Managers, Business Owners, and valuable employees use Coaching, not only are they more effective in the workplace, but the decisions and choices they make are closely aligned to their values and to what matters deeply to them. These clients live more balanced and fulfilled lives, which not only shifts their performance, but also creates the potential for creative and empowered workplaces.

Areas of Coaching Expertise:

Our goal is to support the individual to tap into the meaningfulness of their work through:

- Career Development
- Conflict Resolution
- Intuitive Thinking
- Leadership Development
- Sharing of Knowledge to Support Team Growth
- Time Management & Effective Productivity
- Transition In/Out/Within a Corporate Environment
- Small Business Growth

Recommended Reading List:

- The Four Agreements – Don Miguel Ruiz
- Give and Take – Adam Grant
- The Healthy Workplace – Leigh Stringer

P E O P L E  P R O C E S S  P L A C E M E N T

