

What Our Coaching Clients Can Expect

Learn how to close the gap between *where you are* and *where you want to be*. Our clients experience improvements in:

- ü Leadership Effectiveness
- ü Improved Relationships, both Professionally and Personally
- ü Increased Self-Awareness That Has Enhanced Both Personal and Professional Impact
- ü Increased Political Awareness, Leading to More Effective Relationships with Key Stakeholders
- ü Improved Emotional Intelligence and Self-Confidence

Is Coaching Right for You?

Ability

- You have a clear goal or goals in mind
- Your goals are relevant to your work
- You have calendar availability to commit to coaching meetings

Readiness

- You have a desire for excellence
- You are ready to take initiative
- You have a clear incentive for change

What Is My Next Step?

To explore whether executive coaching is right for you, please schedule an individual coaching orientation by calling the Center for Work & Family Life at

213-821-0800

Coaching Services are:

- Free
- Confidential
- Conducted by trained executive coaches
- Available at both the UPC and HSC campuses

More information may be found at www.usc.edu/programs/cwfl/services/coaching.html



**University of Southern California
Center for Work and Family Life**

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EXECUTIVE COACHING:

A PARTNERSHIP FOR SUCCESS



**USC Center for
Work & Family Life**

**USC Employee Assistance Program
www.usc.edu/worklife**

How Do Key Personnel at USC Benefit from Executive Coaching?

As a **Faculty member**, would you like to:

- ü Create and sustain energy on projects
- ü Find focus and energy for publishing journal articles or books
- ü Improve scores on student course evaluations
- ü Maximize work/life integration during tenure-track experience
- ü Create clarity and enthusiasm for a life change or transition

As a **Manager or Director**, would you like to:

- ü Achieve greater effectiveness in communication with others at work
- ü Enhance leadership skills for managing your workgroup
- ü Develop strategies for engaging and retaining a high-performing team

As a **Principal Investigator**, would you like to:

- ü Find focus and energy for publishing journal articles
- ü Muster organization skills for grant writing

What Happens In Executive Coaching?

Executive Coaching is a Partnership in a thought-provoking and creative process that inspires faculty, managers and principal investigators to maximize their personal and professional potential.

Executive Coaching is a Collaboration focused on taking action toward the realization of specific goals, visions, and desires.

Executive Coaching Focuses on Strengths, deepening the awareness of your unique strengths as a foundation for improvement, and offers insight into how some behaviors can be career-limiting.



What is a Coach?

*According to Frederick Hudson, a coach is “a trusted role model, adviser, wise person, friend, steward, or guide—a person who works with emerging human and organizational forces to tap new energy and purpose, to shape new visions and plans, and to generate desired results. A coach is someone trained and devoted to guiding others into **increased competence, commitment, and confidence.**”*

Coaching is designed to:

- evoke clarity,
- increase possibilities, and
- establish commitment to one’s own goals.

Your coach will act as a:

- Thought partner
- Action planner
- Accountability motivator

How Does Coaching Work?

To demonstrate the power of coaching, consider this sample of coaching questions:

- ♦ What are three of your signature strengths?
 1. _____
 2. _____
 3. _____
- ♦ Of those, which single strength is most important to your career success at this moment?
 - ü _____
- ♦ How could you bring that strength into your work today in a meaningful way?
 - ! _____

Coaching Is Not Counseling

- Coaching does not presume an emotional disorder or behavioral problems
- Coaching moves an already successful person towards peak performance
- Similar to counseling, executive coaching is conducted with the highest level of confidentiality