

Organizational Solutions

GENERATIVE COACHING FOR LEADERS



BUILDING GREAT
TEAMS, CULTURES
FOR INNOVATION,
AND WORKPLACES
THAT THRIVE

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vApril2018



HOW SATISFIED ARE YOU WITH HOW YOUR ORGANIZATION PERFORMS?

HOW SATISFIED ARE YOU WITH THE WAY LEADERS SUSTAIN EXCELLENCE?

It's not enough to be satisfied.

More is possible.

That more starts and continues with and through your people.



We help organizations face each of these conditions. Each is a pain point that blocks desired results. We see at least one and often more of these conditions in companies of all sizes and industries.

CONDITIONS OF DISSATISFACTION

Being “ok” or satisfied with status quo

- Thinking that good enough is
- Tolerating that no one stretches
- Accepting a “not my job” mentality

Unproductive interpersonal drama

- Stimulating self-protective behavior
- Encouraging competition with peers for survival
- Condoning politics to determine whose team to be on

Resistance to learning

- Being attached to expertise
- Needing to maintain identity and status
- Protecting knowledge is the enemy of learning

Workforce inertia

- Allowing incivility that disheartens effort
- Filtering listening to catch leaders doing something wrong
- Turning a blind eye to disloyalty and manipulation



These conditions of dissatisfaction are part of being in an organization. We have valuable solutions to restore and sustain thriving that we deliver in these three areas:

Professional Coaching

- Executive Level Leaders
- High Potential Executive Leader Candidates
- Team Leaders
- Teams & Groups

Learning and Development Programs

Culture Consulting: Coach-Centered Culture

What is Generative Wholeness ~ The GW Way?

Adopting the dynamic capacity to originate, create, learn and produce results in order to be sovereign, the freedom to express and choose, personally and professionally, from our authentic self.



PROFESSIONAL COACHING ~ THE GW WAY

“Coaching turns problems into challenges, challenges into opportunities and opportunities into gifts.”

— *Albert Einstein*

The purpose of professional coaching is to deepen learning about ourselves so that we can forward action toward what is important and what we most want. Professional coaches challenge our assumptions and habits of expression so that we gain awareness, clarity, and alignment to make choices that maximize our potential.

We provide coaching for individual leaders and the teams they support — plus the measurement tools to ensure successful, sustainable development. Focusing on character development, generative coaching boosts critical leadership competency by 20%-30% toward realizing essential organizational goals.

- Discover awareness and clarity for how to move beyond current competence toward agility.
- Build discipline for self-development that is relevant to organizational role and expected outcomes.
- Accelerate realizing potential that fuels expansion of your role in terms of scope and scale.
- Strengthen relationship competence that creates a positive workplace and fulfills what employees intrinsically seek for job satisfaction.
- Instill a mindset for being generative and whole as a leader in order to sustain excellence.



BENEFITS

Real Time Intervention

Results happen without an expensive off-site and/or multi-day training program. By investing as little as two hours in a month, the leaders can start applying the learning immediately to their existing work, experiment and course correct as they go with the support of a trusted partner to strengthen critical thinking and reflection.

Sustainable Progress

Coaching addresses the whole person and facilitates a deeper understanding of the issues blocking creativity, learning and producing new and more original results. That's why the change it brings is more authentic and sustainable.

Impact Beyond Immediate

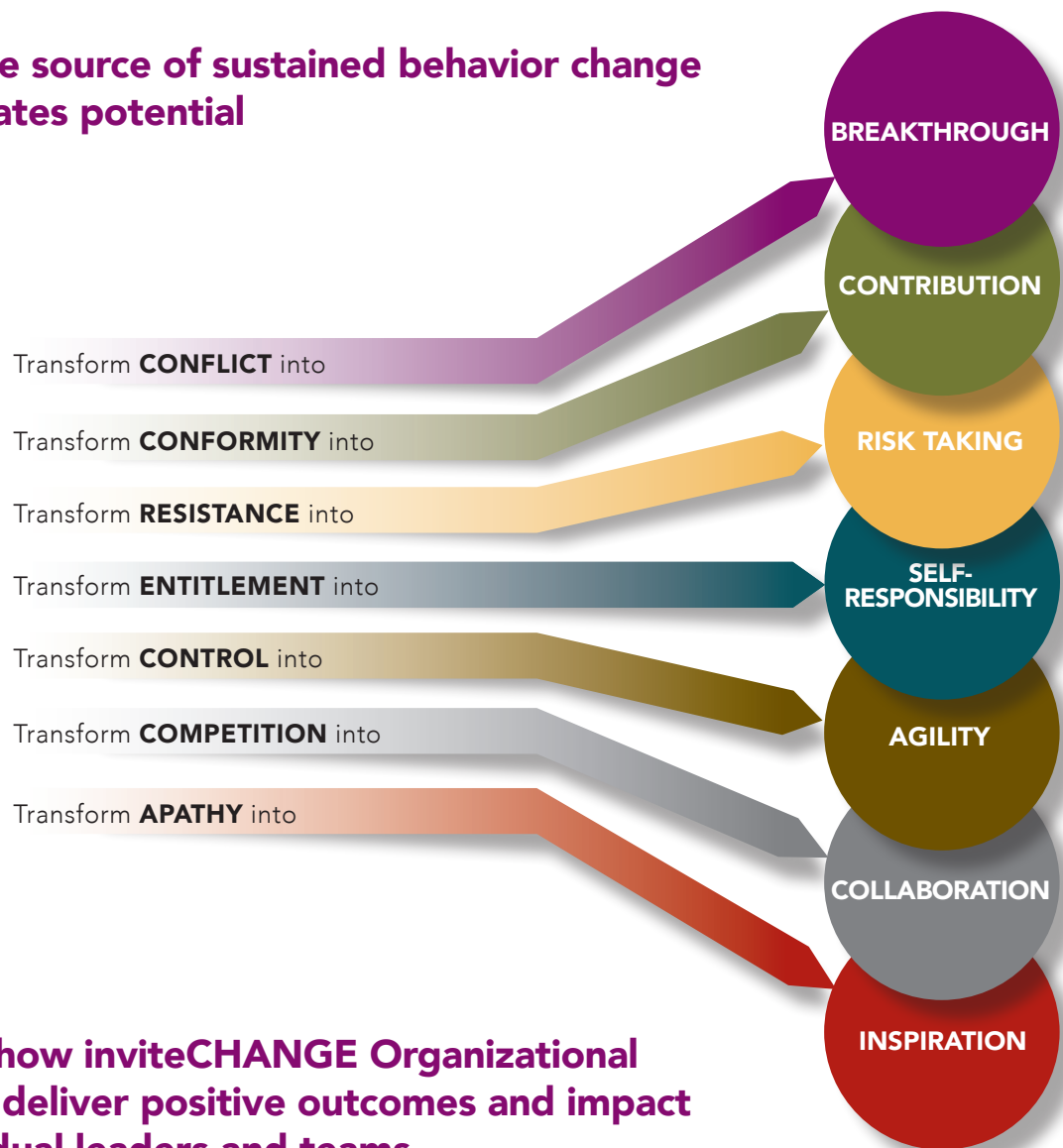
Coaching outcomes influence those around the leader resulting in a sovereign workplace climate in which all team members thrive.

THAT IS THE
GENERATIVE WHOLENESS
PROMISE!



ARE THE ROOTS OF YOUR CULTURE GENERATING SUSTAINABLE EXCELLENCE?

Unlock the source of sustained behavior change that liberates potential



Discover how inviteCHANGE Organizational Solutions deliver positive outcomes and impact for individual leaders and teams



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