

Our Coaching Philosophy

Evolve Today to Lead Tomorrow



Management Concepts recognizes each employee acts as a catalyst in the performance of others. Every member of the team can help make individual, team, and organizational goals become mutually reinforcing. We help integrate coaching approaches into the fabric of organizations so team members can see themselves as both a unique contributor and a vital team member who is meaningfully connected to a larger collective. We know coaching, when leveraged intentionally, is a strategic effort to achieve bottom-line business results while maximizing and leveraging each employee's competency and capacity.

Management Concepts holistic coaching philosophy centers on first knowing oneself, then making conscious decisions about actions that cause meaningful, successful change. Exploring one's perspectives, beliefs, and behaviors taps into authentic leadership to serve the individual's greater goals, as well as those of the team and organization. Commitment to evolving as a leader cultivates the command of presence, will, strengths, and resilience.

Management Concepts understands coaching is leadership, and leadership works best when modeled continually. When leaders focus each interaction with presence and awareness, listen for others' needs, and are intentional about their impact, they maximize their effectiveness. For leaders, coaching happens when inquiry invites others to be part of their own solution and when feedback is for the sake of growth and pragmatic application. Leaders who coach are alert to real-time coaching moments on the fly, as well as those that are planned.

The table below describes just a few individual and organizational goals and initiatives that Management Concepts coaching can support:

Individual Goals	Organizational Initiatives
Strengthen Leadership Competencies and Related Behaviors	Culture Alignment
Navigate Role Transitions	Change Management
Improve Communication	Learning and Development
Increase Emotional and Social Intelligence	Performance Improvement
Cultivate Executive Presence	Human Capital and Talent Management

Management Concepts offers coaching for a variety of audiences at multiple entry points within an organization. Find out more about:

- ✓ One-on-One Coaching
- ✓ Peer Coaching
- ✓ Group/Team Coaching
- ✓ Coaching Skills Training for Supervisors and Leads
- ✓ Coaching Within Your Leadership Development Program

Our Coaching Cadre

We have a cadre of more than 70 coaches in the Washington, D.C. Metro Area and key regional locations including, but not limited to: Los Angeles, San Francisco, Chicago, Boston, Atlanta, New York, and Denver.

Qualifications of Management Concepts coaches include:

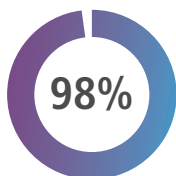
- International Coach Federation (ICF) certified coaches (ACC, PCC, and MCC)
- Coaching, training, and assessment instrument certifications
- At least 10 years of relevant professional experience, particularly with senior levels of organizations and with individuals and groups
- Related leadership development and organizational development expertise that support effective coaching
- An established track record in coaching others to achieve desired results for performance improvement

Our Successes

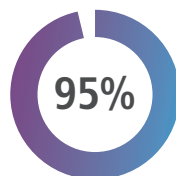
We've engaged more than 1,500 coaching clients at all leadership levels including the Senior Executive Service, C suite, GS 15/14, supervisors, managers, team leads and high potentials. Our work is showcased in the following organizations:



In a survey of 43 individual clients at a Federal organization, almost all respondents agreed that coaching positively impacted their ability to:



Contribute to the organization's mission



Improve business results



Be a good leader

Client Testimonial



These sessions were performed at a time when my unit was going through some very tough decisions. The sessions helped me validate that I was making the best business decisions for the good of the [organization]. They also provided me with tools to help ensure my employees completely understand the rationale for those decisions and the value that our work brings to the organization and our customers

–Management Concepts Coaching Client

For more information on our coaching solutions, visit ManagementConcepts.com/Coaching or call 888.545.8579