

Why Organizations Engage The Transitions Coach

Your organization is already values driven. Your vision and mission are clear and for the most part, as the company's leader, you are satisfied with the results. But it feels like something's missing. Perhaps you've wrestled with some of the questions and issues here...

- I'm a very employee-friendly company but I find the results I need to grow to the next level aren't coming as quickly as I'd like. How do I lead collaboratively AND get the results I need to grow the business?
- Everyone talks about accountability and responsibility, but I've never been able to train our team to willingly and authentically take ownership of results. How do I do that?
- Even though we're values driven, we still struggle with people needing to be right rather than being effective. How do I support my team in making a shift from being survival-focused to commitment-focused?
- How do I work with the generational (cultural, racial) differences within my team?
- When circumstances in the market start to take their toll, how do I get back on track?
- I'm working non-stop and I feel it's all resting on my shoulders. Is "balance" real or is it a myth?

Most corporate development programs focus on the "how-to's" and while they may make a difference, we believe something else is required. The focus of The Transitions Coach is not on what people do, but fundamentally who they are. When circumstances take companies off course, individuals often default to their past conditioning to compensate. While this is a natural response, it often signals danger, if not a pending breakdown.

Believe it or not, we assert that people are 100% committed 100% of the time. Question is: What are they committed to? Through a disciplined process of appreciative inquiry, committed dialogue and direct application, we train teams to know themselves first and to recognize the commitments that are already operating within the organization. Teams begin to observe how those commitments either support or undermine the organization's course and then take responsibility for the correction.

Supported by individually generated commitments, (rather than past-based justifications and complaints) we then focus on creating a new organizational story by instilling a practice of generous listening and committed speaking. A practice of moving from a stance of protection to a place of honoring people for their contribution and intentionality creates a space. And that space allows people to empower themselves to take a stand for the fulfillment of the newly declared, committed future. Ultimately, a committed team emerges, finely tuned to their capacity for producing the triple bottom line results they and all their stakeholders desire.