

Establishing Buy-In for Professional Development and Coaching

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Many organizations are currently investing in professional development and coaching services to support and provide additional incentives to their employees. It is one of the most abundant ways an organization can provide alternative development opportunities and cutting edge skills that not only positively impacts awareness and behaviors on an individual level, but also uncovers a higher potential within the professional environment that can open new possibilities, untapped resources and unseen capacity within teams.

- Coaching and professional development are perks. When an organization offers professional development to their employees at a team and or individual level, it is a compliment to how much the employees are valued. Why? Because when organizations see value, they want to invest in that potential! They want to invest in YOU.

The definition of coaching is partnering with employees/individuals in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.¹

Coaching, in combination with a tailored professional development plan, invokes awareness around how much greatness is possible within all employees, even when they already perform above an impressive benchmark. Expanding awareness is something most people desire!

- Professional development is actually altruistic in nature because it directly contributes to the deeper development of the individual and greater good of all organizations.
 - The professional transformation will inadvertently enhance personal lives of each individual because the tools are powerfully transferable.
 - This is truly a gift employees can take forward anywhere, should they depart the organization.
 - Participants are armed with true coaching skills which are extremely desirable and can set them apart from competitors.
- Some employees may not get “bought-in” to the development plan *until after they begin to experience it.*

Overview of Foundational Curriculum:

- Coaching skills:
 - Skills are taught and practiced from the coaching perspective to create sincere intent, positive energy/good vibes behind communications, relationships and developing deeper connections (even when over phone/Zoom):

¹ Filipkowski, PhD., et al. “Building Strong Coaching Cultures for the Future.” [International Coaching Federation](http://www.hci.org) Nov. 2019, www.hci.org.
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- The work is done from the “inside out”. This means we begin with the “who” of each employee from a professional perspective:
 - It starts with the **individual**.
 - Then we move to how our individual growth impacts and increases the **team’s (other’s)** potential and possibilities.
 - The chips automatically fall to improve the **business** in every way.
- Emotional Intelligence (EQ):
 - When working with your EQ, you are introduced to your highest potential. It goes beyond the IQ which is static.
 - There are no limits; everyone can grow when working with their EQ.²
 - There is a deeper connection between emotions and behavior, and how those impact your life.
 - We will practice the following components of the EQ model:
 - Self-Perception – deeper self-awareness
 - Self-Expression – how we express ourselves
 - Interpersonal Relationships – creating mutually satisfying relationships
 - Stress Management – be effective and “ok” when facing adversity
 - Decision Making – using our emotions intelligently to make the best decisions

People with high emotional intelligence can naturally and effortlessly motivate and inspire others since they are able to sense the emotions of others in a meaningful way.³

- Jennifer Gance, *Certified Professional Coach*:
 - I have 20 + years experience in corporate where I held many leadership roles.
 - I have worn the employee hat, the leader hat and now wear a full-time coach hat.
 - I am able to view perspectives from these hats in order to relate deeply with clients.
 - I operate from compassion and understanding to everyone’s journey.
 - I have worked with organizations in various industries and write the programs based on the industry time demands and relevance.
 - My approach is non-judgmental. Be you!!
 - I work from the highest standard of confidentiality and honor individuality.
 - My highest core values are honesty, integrity and freedom.
 - I am in full service to you tapping into your highest potential and contributing to the highest possibilities of the organization.
 - My intent is to make this useful, trusting, fun, expansive and transformational.
 - I’m looking forward to meeting everyone!!!

² Multi-Health Systems Inc. (MHS) – administer of the certification. Scientifically validated.

³ <https://www.industryleadersmagazine.com/why-emotional-intelligence-is-critical-for-effective-leadership/>