



# STRATEGIC CONSULTING PARTNERS

JAMA ENTERPRISES INC



Schedule Contract GS-02F-090BA



## Executive Coaching to Enhance Leadership Performance

*The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership. International Coaching Federation --*

### What does a coaching engagement look like?

In a series of one-on-one meetings, which are conducted either in-person or virtually, the coach supports the client in the discovery of issues and opportunities to improve his or her leadership. During each session, the client’s objectives and personal agenda drive the discussions, and the coach provides guidance by asking questions and sharing perspectives to help the client identify and decide on positive changes that can be made. The coach also may provide resources and other ideas to inspire the client.

There are typically nine one-hour sessions that take place over six to nine months. Meeting times and locations are mutually agreed upon between the coach and the client. The coach prepares for each session and, between coaching sessions, responds to client emails or telephone inquiries. The client routinely assigns himself or herself “homework” between sessions.

### What is the value of coaching?

Coaching is results-focused; the positive change that the leader makes should directly contribute to the organization’s goals and objectives. Coaching can and should focus on positive changes that make a material difference in the leader and the organization. Results can be tangibly measured:

- The leader who develops better communication within his or her team can reduce the amount of “re-work” by 50 percent.
- The leader who develops his or her subordinates to successfully complete delegated tasks can free up 10 hours per week that can be spent on business development or other critical tasks.
- Benefits multiply as subordinate leaders replicate the boss’s approaches.

### Who are the coaches?

Strategic Consulting Partners (SCP) has a cadre of ten ICF-certified coaches, all of whom have a broad range of experience and coaching styles. SCP’s diverse team consists of Master’s and PhD-level coaches who bring deep and broad workforce experience to every client engagement. Whether they are retired Government Senior Executives or International Consultants, the thread of continuity is their commitment to client success.

### What coaches do for clients

- Guide** the professional and personal development as leaders.
- Inspire** positive change in leaders and in the organizations they serve.
- Support** the development of broader perspectives that are required of senior leaders.
- Prepare** leaders to rapidly move up the learning curve upon assuming a new role.
- Motivate** leaders to capitalize on personal and team strengths.
- Manage** work challenges such as public speaking and having difficult conversations.
- Improve** leaders' overall performance and resilience.

**Call (717) 790-8723 to get started.**

## About Strategic Consulting Partners

We are a full-scope management consulting firm dedicated to helping organizations succeed. With our cutting-edge team of consultants, we provide tangible, strategic solutions and training programs to effectively raise the caliber of performance, improve organizational capacity, deepen leadership acumen, and increase employee engagement.

**“The instructor was very knowledgeable of the subject and the course was a good use of my time. The information was well received.”**



Erika Meares  
HR Policy & Oversight Division  
Departmental Office of Human  
Resource Management  
Office of the Secretary (OST)  
U.S. Department of Transportation

### Virtual Workshops Available



#### STRATEGIC PLANNING

- Strategic Planning 101
- S.W.O.T. Analysis
- Scenario Planning
- Performance Measurement
- Performance Dashboards
- Performance Reviews
- Program Evaluation



#### LEADERSHIP DEVELOPMENT

- Emotional Intelligence
- Leadership Competencies
- Managing Change
- Leadership Styles
- Coaching for Performance
- Situational Leadership
- Difficult Conversations
- Managing a Virtual Team
- Equal Employment Opportunity
- Managing a Multi-Generational Workforce

**Leadership assessments available!**



#### ORGANIZATIONAL DEVELOPMENT

- Change Management
- Cultural Transformation
- Performance Management
- Team Building
- Five Behaviors of a Cohesive Team
- Organizational Design
- Diversity, Equity and Inclusion
- FEVS Analysis
- Building a Climate of Trust



#### TRAINING

- Communication
- Customer Service Excellence
- Civility in the Workplace
- Coping with Change
- Workplace PTSD
- Problem Solving and Decision Making
- Unconscious Bias
- Productivity in a Virtual Workplace

**See website for more!**



#### OPERATIONAL EFFECTIVENESS

- Project Management
- Process Improvement
- Quality and Organizational Improvement
- Data Analysis and Methods
- Surveys and Assessment Methods

**Contact us to create a custom training program.**



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