



## Professional Award Submission

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### MY OBJECTIVE

To be an outstanding leadership coach, a catalyst who changes lives and businesses; and a coach who supports clients to enjoy great energy, courage, impact and to exceed their goals.

The Kolbe concept is the number one tool I use in combination with my coaching skills to deliver these results. As a master certified coach and master team consultant, I use the full suite of Kolbe tools to meet the goal. Here are examples of typical assignments and how I share Kolbe in the world:

WORK DELIVERED	KOLBE TOOL	IMPACT
<b><i>Leadership Coaching</i></b>		
<ul style="list-style-type: none"> <li>• Individual coaching</li> <li>• Work with individual and boss</li> <li>• Weave Kolbe knowledge through all coaching conversations to build greater self-awareness and self-management</li> </ul>	<ul style="list-style-type: none"> <li>• A, B and C Indexes</li> <li>• Coaching Report with strain and tension</li> <li>• A to A Report</li> <li>• Spreadsheet of Strengths</li> </ul>	<ul style="list-style-type: none"> <li>• Increased leadership, confidence and energy</li> <li>• Better fit for job</li> <li>• Better working relationship with boss and peers</li> </ul>
<b><i>Kolbe Team Workshops</i></b>		
<ul style="list-style-type: none"> <li>• Build conative understanding of self</li> <li>• Build conative understanding of others on the team</li> <li>• Use innovative experiential exercises to deepen learning</li> <li>• Reveal strain and tension</li> <li>• Observe team meetings prior to Kolbe sessions to provide real life examples</li> <li>• Conduct individual sessions with boss</li> <li>• Leader Kolbe consulting</li> </ul>	<ul style="list-style-type: none"> <li>• A and B Indexes</li> <li>• Team Reports:               <ul style="list-style-type: none"> <li>▪ Coaching Report with strain and tension</li> <li>▪ Spreadsheets of Strengths</li> <li>▪ Productivity Report</li> </ul> </li> <li>• A to A Report</li> <li>• Lean Report</li> <li>• Conative and affective observations shared to improve individual and team productivity and efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Powerful learning</li> <li>• Increase team collaboration</li> <li>• Reduce conflict and increase respect</li> <li>• Better work flow, decision making and meetings</li> <li>• Unstuck teams</li> <li>• Fun and joy within the team</li> <li>• Significantly improved understanding within working relationship</li> <li>• Possible role realignment or change</li> </ul>

WORK DELIVERED	KOLBE TOOL	IMPACT
		<ul style="list-style-type: none"> <li>• Greater respect for each other</li> <li>• Build strategies to improve team dynamics</li> <li>• Identify missing talent and revise roles</li> </ul>
<b><i>Committed Kolbe Community Member</i></b>		
<ul style="list-style-type: none"> <li>• Connection to peers</li> <li>• Connection to Kolbe Corp</li> </ul>	<ul style="list-style-type: none"> <li>• Provide support to other Kolbe consultants to increase their impact</li> <li>• Help them sell more powerfully</li> <li>• Positive, engaging relationships with Kolbe staff</li> </ul>	<ul style="list-style-type: none"> <li>• Provide better conative observation and understanding of individuals and team dynamics</li> <li>• Build confidence</li> <li>• Challenge to use Kolbe tools more boldly and broadly</li> <li>• Objective feedback from the field</li> </ul>
<b><i>Promoter of the Kolbe Concept</i></b>		
<ul style="list-style-type: none"> <li>• Write about the Kolbe concept with positive, real life stories, from work and life</li> <li>• Be a conative observer in the world</li> <li>• Share with friends and family</li> </ul>	<ul style="list-style-type: none"> <li>• Blog posts</li> <li>• Share in social media</li> <li>• Share on my website</li> <li>• Observe conative patterns and share the concept broadly wherever I am</li> </ul>	<ul style="list-style-type: none"> <li>• Greater Kolbe and conative awareness</li> <li>• Connecting the dots on conation</li> <li>• More people learning about their conative strengths and sharing it in the world</li> <li>• People understand themselves without guilt or upset</li> <li>• Increase Kolbe's reach in the world</li> </ul>