Leadership Coaching Program

The Department of Organizational Development & Learning (ODL) at Montclair State University is proud to offer professional development coaching benefits to our managerial team.

Coaching provides an ongoing partnership designed to help staff produce success in their professional lives. Through the process of coaching, individuals focus on the skills and actions needed to successfully produce their own personal results, based on goals set by an individual or team.

**Why Coaching?:** There are many reasons that an individual or team might choose to work with a coach, including but not limited, to the following:

- There is something at stake (a challenge, stretch goal or opportunity), and it is urgent, compelling or exciting.
- There is a gap in knowledge, skills, confidence, or resources.
- One has not identified his or her core strengths and how best to leverage them.
- There is a need and a desire to better organized and more self-managing.
- There is a need for a course correction in work or life due to a setback.

**Some examples:**

**Confident Leader/Manager:** Focus on your inner strengths and remove self-defeating behaviors. Link your talents, passions, priorities and values to achieve your desired results.

**Organizational Goals:** A coach can assist you in setting your goals for yourself and your program/department connecting them to the overall organization's goals. A coach can help you strategize and keep you motivated while you maneuver through your goals.

**Work/Life:** Many hours at work can cause high levels of stress at home. Stress at home can be distracting at work. Are you pulled in so many directions that you need help prioritizing and setting boundaries? Find a rhythm in work and life that will create success.

**New Supervisor:** When we supervise others for the first time it can be overwhelming. Balancing your own work while managing the work of others can be tricky. Learn to lead your team to the results you want.

**Control Issues:** Learn to delegate and empower your staff. Gain trust in your employees and allow them more freedom in their work, helping you improve your working relationships. Free up time you spend on "putting out fires."

**Stress Management:** Feeling out of control and over burdened with work? Client’s getting you down? There are many things in our world that can cause stress. Develop coping strategies to help keep stress from blocking your success.

**Improvement:** Turn those “meets defined results” into “greatly exceeds defined results.” Get a jump start on finding ways to improve whether it's to become more proficient or learn a new skill. Use coaching to keep you on track while you reach your improvement goals.

**Team Building:** Bring your staff together to help work towards common goals.

**Professional Growth:** Interest in getting a professional certification or returning to school for another degree. Perhaps you want to move up in your career. Overcome fears the paralyze you.

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**Who is eligible?** Executive staff, directors, managers and supervisors.

**How do I begin?** Call or email to schedule an initial consultation to see if coaching is right for your goals.

From there, ODL will guide you through the process.

**What is the time commitment?** Weekly 45 mins sessions at a regularly scheduled day and time.

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