



PowerSkills Training & Development, Inc.

PERSONAL AND PROFESSIONAL LIFE COACHING SERVICES



The PowerSkills Coaching Team

Coach – Bob Schout

Bob is a nationally recognized expert in the fields of organizational management and policy, human behavior, and personal and professional transformation. Bob's mission to be a catalyst for growth and his personal commitment to provide insights opportunities to individuals at every turn, ensures an engaging, thought-provoking and supportive encounter regardless of the type of service rendered by PowerSkills. Bob's 18+ years of experience in training, coaching and organizational consultation along with 13 years of experience in clinical and community social work, and training in inter-faith pastoral studies and spiritual development, all combine to ensure extraordinary levels of caring and commitment, while enabling him to engage in simultaneous organizational, team and professional assessments. He is able to help clients identify personal, inter-personal, group and organizational dynamics at play so that insightful, meaningful, and workable solutions can be put into practice. Bob has provided coaching services to managers and executive directors of federal and county government agencies, non-profit organizations, small businesses, faith-based organizations, and corporations.

Coach – Elaine Williams

Elaine is a person, and a professional, driven by deep compassion and caring for others. In the coaching relationship that she forms with others, she taps into two sources of information and energy: the first is the client's source which includes the client's goals, drives, yearnings, personal or professional resistance or wounds, willingness and passions. The second source that she taps is her own knowledge, skills, experience, empathy, mission, purpose, passions, and genuine drive to help other people and systems heal. She is an expert at assessing people, teams, systems and dynamics at play in the lives of people inside and outside of work. Her specialties include: facilitating forgiveness, re-setting relationships, assessing dynamics on teams and in systems, reframing mindsets and perspectives, and managing transitions.

Coach – Sylvia High

Sylvia is an author and coach who inspires clients and audiences to get from where they are to where they want to be. She is a powerful transformational agent who has consistently demonstrated her ability to empower others to take action in ways that mirror their personal and professional goals. She assists managers and executive leaders within organizations, both internationally and nationally, in areas such as dimensions of leadership, teamwork, supervision and management skills, effective presentations, conflict management, diversity, selling skills, organization and time management, effective communication and change management. Sylvia concentrates on helping people turn vision into reality. Her ability to help leaders at all levels, within major organizations, has enabled thousands to move forward towards full attainment of their own personal and professional development and goals.

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Topics and Areas of Coaching Expertise

Professional

- ✚ Re-setting the Culture and Climate of a Team/Work Group
- ✚ Leadership Development
- ✚ Facilitating Forgiveness at Work
- ✚ Becoming a Champion of, and Facilitating, Change
- ✚ Overcoming Delegation Challenges
- ✚ Preventing and Dealing with Burnout and Compassion Fatigue
- ✚ Work, Leadership and Communication Style Insights
- ✚ Facilitating Crucial Conversations
- ✚ Insights into Personalities at Work
- ✚ Preparing for Change in Roles and Responsibilities
- ✚ Developing Problem-Solving Skills and Effective Analysis of Core Problem(s)
- ✚ Dealing with Challenging Personalities and Styles at Work
- ✚ Effectively Addressing Communication and Relationship Challenges at Work
- ✚ Improving Morale
- ✚ Developing Strong Communication Habits and Practices
- ✚ Reframing and Resolving Problems
- ✚ Influencing and Persuasion Practices
- ✚ Goal Achievement
- ✚ Emotional and Social Intelligence at Work
- ✚ Creating Win-Win Transactions and Environments
- ✚ Achieving Extraordinary Results
- ✚ Delivering Powerful Presentations

Personal

- ✚ Opening Yourself to Full Happiness
- ✚ Getting Rid of the Dead Weight Inside of You: habits, thoughts, memories and emotions that are weighing you down
- ✚ Aligning With and Prospering on Purpose Each Day
- ✚ Forgiveness Practices & Processes
- ✚ Effectively Dealing with Addictions
- ✚ Living a Centered and Balanced Life
- ✚ Becoming a Risk-Taker
- ✚ Managing Change, Transitions and Cycles in Life
- ✚ Goal Setting and Achievement
- ✚ Emotional and Social Intelligence in Relationships
- ✚ Courageous Decision-Making
- ✚ Making the Shift from Victimhood to Empowerment, and from Martyr to Maker of Your Own Life

Testimonials

“Elaine was just wonderful. She helped our entire team and our partners figure out what was really troubling us and causing challenges, and then patiently helped us work through it all. We now have a lot of work to do on our own, but her presence and her guidance really was needed and really helped us a lot.”

- Manager (US FWS)

“Bob, thank you so much for helping me in ways that you may never know. When I heard you speak at a conference I took a risk to ask you for individual coaching support and the risk paid off. You helped me articulate and clarify my actual goals and dreams. You helped me see things in myself (thoughts, perspectives, habits) that were holding me back but also helped me choose to change those things and now I’m quickly moving forward. But what really is making my heart fill with gratitude is your willingness to help me work on both personal and professional life goals simultaneously, your absolute caring during every call, and your genuine humility (sharing stories, insights, etc.). I will truly never forget you and hope that I can model your type of coaching with my own employees. Thank you.”

- Individual Coaching Client

“Robert, I was very doubtful about whether you could help me, let alone all of our senior VP’s across the country. You didn’t work in our industry and you looked...well...too young. I was wrong. You have a tremendous ability to quickly grasp entire systems, leadership struggles, and personality challenges. As a CEO of a multi-national company I have experienced my share of consultants and coaches, and you, Bob, are one of the best! I mean that sincerely. I have heard only very positive remarks from every single one of the 25+ SVP’s, VP’s and Project Managers in our company that you have coached over the past 2 years. They all say that they appreciated your insights and recommendations, and our business is better for it, as is the functioning of our leadership team. Cheers.”

- CEO (Multi-National Corporation)

“Bob, just a quick note of thanks and of progress. Thanks for spending a few days coaching me and a few members of my administrative team. As you know, before you arrived, a few people were at each other’s throats and the team had broken down. There were years of hurt feelings and resentments that had built-up. I was hoping that you’d come in and at least bandaid the situation, but you did so much more. With your psychology background, you were able to start the healing process for 2 people that were so hurt by each other over the years. You also helped us re-set boundaries, roles and relationship communication. I hope that I can continue the work that you started. As for progress, it’s been 3 months and all agreements are still holding. Thanks for helping us out.

- Manager (US HUD)

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Coaching Service Packages

All coaching sessions are offered in *6-session packages* and must be completed in 3 months.

Flexible-scheduling (e.g., daytime, evenings) is available.

Individual and group options: most coaching sessions are engaged in on an individual-service basis (1-on-1). Group options are for organizational entities only, which may wish to have a group of managers, executives or employees engaged in group sessions)

Personal-Professional Integration: all coaching sessions can and may address a blend of personal-life goals and challenges, intra-personal life goals and challenges (e.g., thoughts, emotions, behaviors, triggers), and professional-life goals, issues, and challenges. Our personal-intra personal-professional selves are intertwined. One type of stimuli, goal or problem can and will have a ripple effect into other areas.

Coaching may include: support and guidance related to self-regulation/empowerment, insight-orientation, skill development, action planning, problem-solving, emotional or habitual healing, pivoting in viewpoints and behaviors, relationship adjusting, and goal achievement.

Contact Types: most coaching sessions are engaged in via telephone or Skype services. Professional face-to-face coaching is available while Bob, or another PowerSkills coach/facilitator is on-site at a client location, conducting providing other services (e.g., training seminars, speaking engagements, etc.). Individual face-to-face coaching can take place independent of other services but includes transportation fees.

Initial Contact: PowerSkills will send an preliminary information assessment to clients, to be completed before the first coaching session so that PowerSkills can gather and review background and goal-oriented information critical to successful service delivery.

Contracts: PowerSkills enters into coaching package contracts with clients. Contracts begin with 3-session packages; each session lasting 60 minutes in length and is inclusive of a brief written follow-up synopsis of the session and prep for the next session.

Typical Fees

Coaching fees typically are set at \$250/hour and hourly rates are billed for direct service (i.e., actual face-to-face or phone time) and for preparation time (i.e., assignments given by coaches, assessment sessions, reports due to management, etc.). Because PowerSkills always puts mission before money, and because we understand that some types of businesses (e.g., government agencies, non-profit institutions, etc.) have limitations on developmental expenditures, should a client be unable to pay the full price, PowerSkills does offer flexible fees. Please call us to discuss our sliding fee scale.

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