

POWERSKILLS EXECUTIVE ADVISING AND COACHING

The direction you seek and the support you need for the
path forward.



On-the-spot analysis and insight-oriented education
Rapid systems, strategic, and stakeholder analysis
Meaningful tactical and strategic advice
The answers and the power are at your fingertips



POWERSKILLS
INTERNATIONAL

WWW.POWERSKILLSINTERNATIONAL.COM



The difference between Advising and Coaching.

Executive Advising

- **Time frame:** On-the-spot, as needed.
- **Focus:** Challenge-specific and solution-centered. The client describes a specific multi-faceted leadership, organization, system-stakeholder, or executive team dilemma and receives expert advice about intervention, resolution, or planning.
- **Duration:** 90- to 120-minute meetings.
- **Frequency:** 1 time only or 2-3 meetings within one week.
- **Result/benefit:** Actionable guidance and advice provided by your Executive Advisor.

Professional Coaching

- **Time frame:** 3-6 months
- **Focus:** Definable goal for growth, development, advancement, insight, or resolution as determined by the client. The client describes the topic, challenge, vision and goal. Then works with the coach to develop steps, activities and plans for development, solutions, and attainment.
- **Duration:** 60-minute sessions.
- **Frequency:** 6, 9 or 12-sessions over 3-6 months.
- **Result/benefit:** Weekly or bi-weekly plan of actions and activities to ensure continual movement and progress towards goals.





Have you ever had one of those situations that seem to confound you?

There may be multiple sensitive or challenging factors simultaneously at play. There may be so many factors that you don't know where to begin. You know that you're competent. You know that you can typically handle 99% of all issues that arise, but this case has stymied you. **You just need some on-the-spot, in-the-moment expert advice.**



There are times when you...

- Just want a solution or an answer.
- Crave insight because you want to know “why.”
- Don't know what to take into consideration or how to view a situation.
- Simply need a jump-start on a strategy.
- Need a trusted advisor.

PowerSkills Executive Advising offers the direction you seek and the support you need for the *path forward!*

Advising Specialties

- Burnout and compassion fatigue intervention
- Change management planning
- Conflict diagnosis
- Disruptive behavior diagnosis
- Dysfunctional department diagnosis
- Employee engagement

- Executive development
- Executive team development and alignment
- Leader development
- Performance management
- Style management
- Organizational culture reset





Here's how Executive Advising works

Step 1. Schedule a free, 30-minute phone consultation during which the Advisor will ask a series of probing questions to fully comprehend the situation at hand. The Advisor then will honestly let you know whether the situation applies to Executive Advising or Professional Coaching.

Step 2. Meet 1-3 times with your Advisor via phone or Zoom. Using a systems model for assessment, your Advisor, an expert in systems analysis, will briefly explain why things are happening and why people are acting or responding the way they are. Receive advice from a system perspective, including suggested tactics, practices and strategies.

Step 3. Implement some or all the advice and decide whether additional advising or a quarterly membership would be beneficial to address other aspects of the situation.

Executive Advising services are completely confidential and only available for individuals.



Your Advisor: Bob Schout

PowerSkills Founder and President, Bob Schout, has an extraordinary ability to listen and comprehend complex, multi-dimensional problems with many factors at play, and with lightning speed visualize them as a jigsaw puzzle in his mind. Then he taps into his vast subject matter expertise in Organization Management and Policy, Management and Personnel Systems, Human and Social Psychology, Clinical Social Work, Group Work, and Leadership to offer on-the-spot analysis, insight-oriented education, and strategic and tactical advice.

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"Robert, you have a tremendous ability to quickly grasp entire systems, leadership struggles, and personality challenges. I have experienced my share of consultants and coaches, and you, Bob, are one of the best! I have heard only very positive remarks from the 25+ SVP's, VP's and Project Managers in our company that you have coached over the past 2 years. They all appreciated your insights and recommendations, and our business is better for it, as is the functioning of our leadership team."

- CEO (Multi-National Corporation)

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Gain insights, solutions and jump-start strategies.

Individual Executive Advising

Meet 1 time only or 2-3 times for 90–120-minutes each within one week

Quarterly Membership

Meet 4 times per quarter for 75-minutes each.

Let's begin!

[Click here to schedule your free, 30-minute consultation](#)

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Companies and organizations that have benefited from PowerSkills Executive Advising include:

- Santa Fe Mountain Center
- Turner & Townsend USA
- U.S. Department of the Interior, Bureau of Land Management
- U.S. Department of the Interior, International Technical Assistance Program
- U.S. Department of the Interior, National Park Service
- U.S. Department of the Interior, U.S. Fish & Wildlife Services

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“Bob, You are extraordinary. I don't think I have ever met anyone who has your ability to listen to what seems like an untangle-able knot of a situation and within minutes sort it all out. I've never seen a mind work like yours. And, what's more, all your advice WORKED. I cannot thank you enough. You are extraordinary.”

- Mark (U.S. Department of the Interior)

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Making a commitment to coaching is making a commitment to yourself, to your dreams and goals, and others.

If you're considering coaching support then you've already realized that you want something more, that you can be something more, and that there may be more actions that you can take to create the life you want and achieve the goals that have been held in mind.

Coaching is a dynamic process. You change and grow, achieve, and realize goals, as you gain a greater understanding of yourself, overcome internal and external obstacles, and take concrete steps towards your dreams.

Coaching gets you from here to there. It is a goal-driven process, and you are in the driver's seat.



If your goal is to:

- Improve your supervision or management skills
- Transition into a new role
- Confidently handle employees who act out and create disruption
- Increase your emotional intelligence skills
- Learn to manage and lead upwards ethically and effectively
- Build or rebuild trust and accountability
- Shift motivation, thought patterns, and attitudes
- Demonstrate and display the competence and confidence of a leader

PowerSkills Professional Coaching will turn your goal into a reality.

Get started today!

[Click here to schedule your free, 30-minute consultation](#)

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Coaching personalizes the developmental experience.

- One-on-one sessions with you and the coach or in a small group conversation.
- Targets and helps you achieve goals specific to you or your job or a project.
- Diagnose challenges and facilitate solutions and strategies to support your success.
- Coaching sessions via phone or the video conference platform Zoom.

During a coaching session, the coach:

- Tailors their work, assessment and support to your needs.
- Helps you target one or two specific goals or challenges, assess current strengths-opportunities-possibilities, diagnose trouble-spots, generate solutions, and develop an action plan.
- Facilitates the entire process. They are not a lecturer, nor do they take on the role of a teacher.
- Asks many questions and provokes new thoughts to help you gain new insights and develop new solutions.
- Doesn't just offer you solutions. Using questions, the coach helps you see yourself and your situation from all points of view and helps you to develop an action plan that is right for you.

PowerSkills offers you world-class coaches, certified by an International Coaching Federation accredited institution. Their experience in management, human behavior, group dynamics, cross-cultures, and leadership means that regardless of your goal, PowerSkills can be your guide.



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“Jewel is amazing. Engaging with her felt like I was talking to my older sister and being guided and supported through a challenging time and set of circumstances at work. Jewel helped me refocus, see the team issues clearly, and understand my role as a leader more clearly. She challenged me and provoked me to think in new ways. Now I have an entirely new plan, new motivation, and a new team strategy. She is wonderful.”

- Division Chief (National Park Service)

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Coaching Methods

Our coaches blend 4 methods to help you discern your goals and create pathways to goal attainment, while also gaining insight and wisdom in the process so that you learn more about yourself and others.

#1 Insight-Oriented Character Coaching

Develop an insightful understanding of your character strength and character hesitancies (e.g., hesitancy with courage, hesitancy to address fear, etc.), and how to build yourself from the inside out.

#2 Action-Attainment Coaching

Learn specific steps to critically analyze problems and develop actionable solutions, and strategies that map paths for attaining very specific goals.

#3 Developmental Coaching

Receive developmental suggestions for building the skills and capacity to make change, achieve goals and sustain progress in any area of life.

#4 Psycho-Social Educational Coaching

Acquire educational perspectives about people and dynamics at play in current situations and circumstances to gain understanding and make more informed choices.

Coaching is action-oriented on the part of the person receiving coaching.

The coaching process includes:

- Individual vision, thought and goal assessments.
- Assessments of the behaviors, attitudes, skills and knowledge needed to attain goals and make change happen.
- Assessments of old habits of thoughts, emotions, relationships and practices that no longer serve an individual's best interest.
- Insight-oriented approaches.
- Educational-enlightened interactions.
- Motivation and inspiration.
- Homework that ensures a person is continually at work on her/himself and her/his goals.





Coaching Expertise

Topic Expertise

- Boundary management goals
- Diversity inclusion goals
- Organization culture-change goals
- Leadership goals and development
 - Courageous and character-driven leadership
 - Emerging leader development
 - Leading change
 - Leadership self-care strategies
 - Value-based leadership
 - Women's leadership
- Team performance goals
- Mentor development and mentor support
- Emotional and social intelligence development
- Influence and persuasion goals
- Style management goals
 - Leadership styles
 - Management styles
 - Communication styles
 - Personality styles
 - Conflict styles
 - Thinking style
- Performance management goals
- Resiliency goals and development

Situational Dilemma Expertise

- Supervisors/Managers
 - Engaging in inappropriate decision-making
 - Choosing not to act according to roles and responsibilities
 - Splitting loyalties and viewing themselves as one-with-employees
 - Bad-mouthing leadership
- Executive Leaders
 - Misuse or unskillful use of leadership or management styles
 - Acting autocratically and independent of the team of executives
 - Breaching role boundaries
 - Engaging in manipulative, divisive actions
 - Putting self above company or values
- Teams
 - Fragmented relations and distrust
 - Allowance of manipulation by a few
 - Unstructured culture, expectations and understanding of roles
- Employees
 - Lack of engagement and initiative-taking
 - Inappropriate behavior

“

“Bob, Thanks for spending a few days coaching me and a few members of my administrative team. 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 (U.S. HUD)

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Individual and Group Coaching is offered in 6, 9 and 12 session packages

Individual Coaching

- Your 1-on-1 time with a coach, dedicated to your issues and goals.
- 60-minute sessions.
- Assignments are given at the end of each session.
- Benefit is individualized attention and personal goal tracking by the coach.

Group Coaching

Group coaching conversations are topic-centered and selected by the coach. The group shares issues, goals, and challenges related to the topic.

- Group coaching is limited to 4 clients.
- 90- to 120-minute sessions.
- Coach uses the video conference platform Zoom to blend in visual content for discussion.
- Assignments are given at the end of each session.
- Benefit is peer support and educational insight offered by the coach.



Get started today!

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“Bob, Thank you so much. You helped me articulate and clarify my actual goals and dreams. You helped me see things in myself that were holding me back 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. I will never forget you and hope that I can model your type of coaching with my employees. Thank you.”

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- Individual Coaching Client

The PowerSkills difference.

Become a more effective executive capable of making wise, discerning decisions. **PowerSkills Executive Advisors** help you to quickly reframe your situation, lay out your options, and generate instant strategies and solutions.

Discover the power within you to move forward with personal and professional change. **PowerSkills Coaches** help you to assess the dynamics of your situation and where you want to go. They help you create your individualized plan for forward movement, and anticipate and overcome roadblocks that get in your way.



Contact us to learn about PowerSkills Executive Advising and Coaching today!

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