



Clear Intentions ^{INC}

Leading and Launching You to Reach Your Potential

COACHING ^{plus} _v NET® • ASSESSMENT • TRAINING • SPEAKING

“Coach on Call” - A Coaching Program to Foster Employee Engagement

Many organizations support the idea of employee engagement, and with good reason. Continuous change and the need to do more with less make it essential for employees to be both aligned with organizational objectives, and willing to contribute discretionary effort. Fewer than 1 in 3 employees (29%) are fully engaged in the work they are paid to do. 19% are actually disengaged.¹ Research of many reputable companies such as Towers Perrin, Hewitt, the Hay Group and BlessingWhite, suggests that engaging employees positively affects the company's the bottom line.

According to Towers Perrin, satisfied employees put more effort into their performance. In a study of 50 multi-international companies, the impact of employee engagement on financial performance was documented. Over a 12-month period, companies whose employees were engaged in their work outperformed other companies in three areas: operating income, net income growth and earnings per share.² Hewitt reported that employee engagement at double-digit growth companies exceeded average employee engagement at single-digit growth companies by over 20%.³ The Hay Group Insight's workforce opinion surveys demonstrated that highly engaged employees can impact business performance by up to 30%. Furthermore, fully engaged employees are 2.5 times more likely to exceed performance expectations than their disengaged colleagues.⁴ Essentially, all of the research shows the same results. If a company wants to make more money and increase sustainability, they need to engage their employees more than they have in the past.

In order to help you increase employee engagement and employee development in a cost-effective way, please consider implementing our “Coach on Call” program. The **Coach on Call** program is simple and effective. Each and every member of your staff is given the opportunity to develop themselves on a regular basis. Based on your needs and preferences, Clear Intentions Inc. will provide your company with an Executive Coach one day per week, one day every other week, or once per month. On that day, our Executive Coach will provide your staff with hourly confidential coaching sessions that may either be scheduled in advance, or provided on a first-come, first-served basis.

Benefits

- Simple to administer because it avoids long engagements, contracts or assessment
- Provides “just-in-time” coaching when it is really needed
- Makes coaching available to anyone in your organization and shifts attitudes about what staff members need or can accomplish with coaching

¹ BlessingWhite's 2008 Employee Engagement Report

² http://www.towersperrin.com/tp/getwebcachedoc?country=global&webc=GBR/2008/200807/TP_ISR_July08.pdf

³ http://www.hewittassociates.com/_MetaBasicCMASsetCache_/Assets/Articles/DDGEngagementfull.pdf

⁴ http://www.promo.haygroupinsight.com/employee_eng.asp?code=



- Supports and increases employee engagement and accountability
- Creates and enables sustainability
- Improves your business's bottom line

Executive coaching is an advanced style of leadership development that promotes excellence, innovation, creativity, resilience and breakthrough performance at all staff levels. Our coaching methods include several proven integrated and synergistic techniques that support leadership development, from recruitment to retirement. Regardless of the issue, from turnaround for poor performers to fast-tracking high potential employees, our results-oriented coaching will give your company a competitive edge in today's ever-changing business world.

A Fortune Magazine [May 2002] study asked managers for a conservative estimate of the financial benefits gained from coaching. The *average* response indicated a gain of \$100,000. A full 28% claimed to have learned enough through this experience to boost quantifiable job performance in sales, productivity and profits by \$500,000 to \$1 million. Research conducted by Metrix Global [November 2001] on coaching Fortune 500 firms found a 529% return on their investment in coaching. Some additional, less tangible benefits are listed below.

Clear Intentions executive coaching assists with:

- Providing overall leadership development
- Improving targeted behaviors and skills
- Managing people in ways that increase staff job satisfaction, loyalty and results
- Learning how to set boundaries and build productive relationships
- Creating peace of mind and balance between personal and professional life
- Being truthful about what you want and what you are willing to do in order to produce it
- Learning how to delegate more effectively and knowing when to say "yes" or "no"
- Gaining clarity of purpose and vision

Clear Intentions is committed to integrity and strong, dynamic relationships with our clients. These relationships are built on a "fit" between our strengths and our clients' needs. In order to learn more and determine if we can meet your needs for training and coaching solutions, please contact us at info@clearintentions.net or 412-242-3971.



I have known Barbara for more than ten years. I worked with her on relationships within my family, and my tendency to become overly-responsible within those relationships. Barbara's work with me has helped bring healing on some issues held deeply in my consciousness. She creates a safe and centered environment, is brightly intuitive, heart-centered in her approach, and wonderfully articulate. Barbara is gifted in her creative and expansive perspective, offering a much broader view in areas of challenge than I am accustomed to seeing on my own.

Sharron Walker, Vice President
International Diversified Products, Los Angeles, CA

