

Executive Coaching Programs



Have you ever felt caught up in a tornado where the winds are howling, you and everything you know is spinning in the air, and feel like you can't get your ground? Welcome to the world of Healthcare! You feel like that because that is what you and every other healthcare leader is experiencing right now. The only definite is that things have to be different so that healthcare is more affordable, accessible, and quality-driven.

Wiederhold & Associates knows healthcare and the unique culture and dynamics within which you have to work. We know you have "no" discretionary time. We know what worked in the past will not get you to where you and your organization need to go in the future. This requires transformation: a quantum leap, not baby steps.

Wiederhold & Associates' Executive Coaches use approaches that go beyond providing you skills. We don't want you to just "do" things differently: we want you to "be" different. One of our favorite testimonials is this quote from a client: "Others give me skills. You change me!"

Our coaches will use proven methods to challenge your current assumptions; motivate you to go beyond your comfort zone, to enhance strategic partnerships, and achieve results that impact your bottom line and patientcare.

Who can Benefit?

Our typical clients are:

- ◇ C-Suite executives who want and need to drive change and get fast results within their ever-complex systems and organizations
- ◇ Physician leaders transitioning from clinical care to administrative roles
- ◇ Medical Directors, Chiefs of Medical Staffs, Chief Medical Officers
- ◇ Executives who get results, but seem to compromise relationships during the process
- ◇ High Potential Leaders who are expanding their scope and increasingly need to rely on others to get the work accomplished
- ◇ Nursing and Allied Health Mid-Managers in departments with high impact on strategic results

Our Model:

Our Executive Coaching Model has the following foundations/stages:

Assessment: Use of validated, behavioral and personality assessments, and qualitative 360 degree feedback instruments that help to increase self awareness, discovery of strengths, and risk of overdone strengths which impede performance.

Goals: Defined strategic goals for development that answer the "so what" of development: To what end are we developing the leader?

Practice: Application of new skills to existing projects.

Sustaining behavioral change through mentors, internal partners, and revised systems.

Common development areas addressed include:

Strategic Focus

Presence

Emotional Intelligence

Coaching and Listening Skills

Mentoring & Development

Dealing with Ambiguity

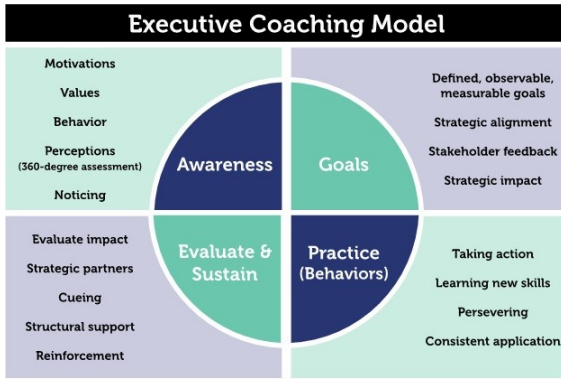
Influence

Delegation

Conflict Management

Team-Building/Team Effectiveness

As every engagement survey will tell you: People are happiest and most effective when they are doing what they do best. Wiederhold & Associates' assessment tools help the leader and the organization determine best fit and best role. We help leaders achieve peak performance and success using our comprehensive executive coaching model.



"Professional coaching gives us the opportunity to expand our horizons both as partners and as leaders; we view the experience of professional coaching as a tool to improve engagement, esprit du corps, and self-realization. We recognize that talent can be marginalized by the limitations of interpersonal interactions, and professional coaching has given us the ability to move partners from the periphery of our group into positions of leadership. This physician is a success story that has demonstrated **transformative leadership and engagement** because of his willing participation in professional coaching through Wiederhold & Associates!" - **Associate Medical Director of Cardiovascular Services, Medical Director of Operations.**

Joy Goldman



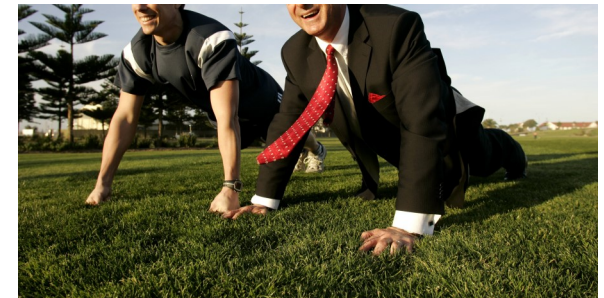
Joy Goldman is an accomplished professional in leadership and physician development coaching, learning and organizational effectiveness. With a 33-year career in healthcare, Joy's expertise and experience has included direct clinical care, nursing administration, training and development and leadership and organizational effectiveness. Joy's familiarity with various assessment tools (MBTI, DiSC, Gallup's Strengthsfinder) and certifications in the Hogan Lead Suite (HPI, HDS, Motivations, Values and Preferences Inventory), Strength Deployment Inventory, Portrait of Personal Strengths, Leadership Circle Profile 360, Management Research Group's Leadership Effectiveness Analysis 360, and the Activity Vector Analysis Assessment has enabled her to identify leadership strengths, and critical competency gaps to support targeted and proven development efforts. Joy provides mentor coaching to leaders within a national healthcare system who are being trained to be internal coaches. Joy has a Master's degree from Johns Hopkins University in Strategic Human Resources and Organizational Development and has a certificate from Georgetown University in Leadership Coaching. Joy has her Professional Certified Coach (PCC) through the International Coach Federation (ICF) and is certified as a Physician Development Coach through the Physician Coaching Institute. She is a credentialed facilitator with Achieve Global and the Advantage Performance Group and is a Six Sigma Green Belt.

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Helping leaders achieve peak performance and success, and maximize returns through culture change and increased individual and team effectiveness.