

# Coaching

## Who We Are

CI International's customized consulting, coaching, and learning & development transforms our clients' priorities, people, processes, and perspectives in service of their mission. With an approach that leans on listening, places partnership over predetermined solutions, and has, at its core, both a kindness and a compelling candor, we guide organizations and individuals as they work to understand where they are and where they're going – helping identify obstacles and opportunities, chart the course forward, and take the right steps to get there.

## What We Do

CI International's Coaching Programs & Services Division has a community of coaches that supports leaders at all levels, helping organizations maximize the potential of their people—and the power of their performance. We partner with our clients through customized individual, team, and group coaching engagements and certified coach training programs to challenge and champion leaders' unique strengths in service of your strategic priorities. The guidance we provide to executive, mid-level, and emerging leaders helps them implement new thought habits, behavioral practices, cultivate inclusive cultures, navigate turbulent times, manage the unknown, and inspire transformative change for themselves, their teams, their organizations, and those they serve.

## Who We Serve

The following select long-term clients reflect the directional markers of our work: deep experience, long-term relationships, institutional knowledge, and a committed belief in the exponential power of partnership.

- » Department of Homeland Security – US Citizenship and Immigration Services, US Coast Guard
- » Department of Defense – Defense Civilian Personnel Advisory Service
- » Federal Deposit Insurance Corporation
- » Federal Reserve System – Federal Reserve Board
- » General Services Administration
- » Health and Human Services – National Institutes of Health
- » Internal Revenue Service
- » Office of Personnel Management
- » US Department of Agriculture – Forest Service, Natural Resources Conservation Service

## THE CI INTERNATIONAL DIFFERENCE



### Customized coaching across leadership levels

We individualize coaching programs to leverage a leader's strengths and impact their capacity to learn, lead, and focus on your organization's workplace opportunities and strategic priorities.



### Transformational conversations that accelerate success

We offer questions, challenges, and feedback that explore the whole person and reveal game-changing possibilities and perspectives.



### Industry-leading credentials and certifications

We are an accredited International Coaching Federation (ICF) service provider and proud members of several global coaching communities. Our Director of Coaching Programs & Services is a certified Government coach and an ICF Master Certified Coach (MCC).



## Coaching Programs & Services

We have helped executives, mid-level, and emerging leaders engage, inspire, and deepen the competency of their teams effectively for decades through our executive, leadership, group, and team coaching programs and services.

### EXECUTIVE AND LEADERSHIP COACHING

Work individually with a dedicated coach to discover the confidence and competence that make for resilient, focused leaders. Our coaches partner with your leaders to have confidential, strategic, and challenging conversations that lead to customized, actionable steps, timely results, and professional development.

### PERFORMANCE COACHING

Accelerate success through performance coaching. Our coaches work with your leaders to enhance specific skills, behaviors, and outcomes. Together, we tailor performance plans to enrich their roles, and interpersonal communication, improve public speaking, deepen emotional intelligence, and strengthen feedback skills. By identifying strengths, setting goals, and offering feedback, our coaches empower your leaders to achieve their professional potential.

### COACHING SKILLS FOR LEADERS

Equip your leaders with the essential skills of coaching. Based on the ICF core competencies, this experiential webinar series provides safe space for participants to learn, practice, and emerge with greater self-confidence and self-awareness, enhanced appreciation for the power of their impact, and the ability to motivate, support, and develop those they lead.

### EFFICIENCY & PRODUCTIVITY TRAINING

Turn disorganized workspaces into productive ones and restore power to overwhelmed leaders. These customized programs help individuals and teams work smarter by improving time management, streamlining processes, improving communication, and incorporating innovative software—helping them work smarter by reducing busywork, communicating more effectively, and increasing productivity.

*“This is the FIRST class that actually talked about facilitating a relationship with individuals ... to talk about having empathy and truly caring for your employees.... This [program] needs to be taught to anyone interested in being a leader.”*

- Coaching Skills for Leaders participant

### COACHING CIRCLES (GROUP COACHING)

Explore and discuss your perspectives, experiences, questions, and possibilities in this series of focused, facilitated, group coaching sessions. Coaching Circles center around a dedicated topic and provide a place for leaders to engage in candid conversations with peers—offering space for brainstorming, strategizing, processing, and reflecting. Dig deeper with the expanded version of Coaching Circles which includes 1:1 coaching after each group coaching session.

### TEAM COACHING

A high-performing team is your greatest asset. Our experienced coaches will work with your team to enhance their collective and individual performance. Through a series of structured sessions, our experienced coaches will help your team identify strengths, address challenges, and develop strategies for ongoing success.

### OBSERVATION & FACT-FINDING SESSIONS

Today's leaders are faced with high rates of change, a workforce with great expectations, and a challenging political, social, and business climate. Coaching can be enhanced by allowing our coaches to observe the client in their real-world environment as they interact with superiors, peers, and subordinates.

## Ready for a powerful partnership?

Contact us to start the conversation.

Shelly Heath-Watson, MA, MCC | *Director, Coaching Programs & Services* | P 202.672.3927

E [sheath-watson@ciinternational.com](mailto:sheath-watson@ciinternational.com) | [ciinternational.com](http://ciinternational.com) | 7852 S Elati St, Suite 201, Littleton, CO 80120