



Executive Coaching

The National Institutes of Health Training Center offers an extensive network of experienced Executive Coaches that have been thoroughly evaluated to ensure maximum benefit to the NIH community.

Executive Coaches listen; conduct in-depth interviews; ask questions; provide support and feedback, and challenge individuals. Our Executive Coaches work with both individuals and teams to enhance skills. The NIH benefits long-term by having a more productive, efficient and engaged workforce. The high-impact results achieved from coaching can be observed and measured.

Who is eligible to participate in Executive Coaching?

Executive Coaching is available to **all** NIH management and non-management employees. Supervisory approval is required. All staff levels within the NIH community can benefit from Executive Coaching.

What are the benefits of working with an Executive Coach?

The benefits of Executive Coaching include:

- ☑ Supporting individual career growth
- ☑ Solving complex problems
- ☑ Improving delegation skills
- ☑ Increasing individual and/or staff performance and productivity
- ☑ Improving communication, assertiveness and conflict resolution skills
- ☑ Assistance with professional creativity and innovation
- ☑ Strengthening of organizational and time management skills
- ☑ Improving work/life balance
- ☑ Enhancing networking skills
- ☑ Developing “leadership” presence

The relationship with an Executive Coach is confidential, objective and unbiased.

How long is the coaching commitment and what are the fees?

Each coaching experience is different. Like any relationship, a successful coaching experience is built on trust and mutual respect. You must trust your advisor to assist in the development of an action plan. The more information shared, the more beneficial the experience. A typical coaching agreement lasts for six months to a year. Many initial executive coaching sessions last from two to four hours, with follow-up sessions varying from one-to-two hours. Follow-up coaching is done weekly, bi-weekly or monthly, depending on the desired results. Coaching can be done via telephone or in-person. The coaching engagement often begins with an assessment to establish an initial

framework. Together, you and your coach determine the length and scope of the relationship.

Who do I contact to begin?

For more information about Executive Coaching or to begin working with a coach, please contact Keisha Berkley at 301.451.7303 or berkleyk@od.nih.gov

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Team Coaching – Now Available

What Is Team Coaching?

Team Coaching helps an existing or newly-formed team achieve desired goals.

Team coaching can be used to assist with:

- Decision making
- Establishing new teams
- Strategic planning
- Creating a common vision and values framework
- Exploring and leveraging the unique capabilities of team members
- Organizational change

Is Team Coaching the same as Team Building?

No. Team building is typically a short-term activity designed to strengthen unity and collaboration among colleagues. Team coaching utilizes a more involved approach to assess a team's dynamics, composition, strategies and goals.

What is the Process?

Team Coaching is similar to Executive Coaching in terms of the selection process. As with Executive Coaching, the fees vary. For additional details, contact Keisha Berkley at the NIH Training Center at 301.451.7303 or berkleyk@od.nih.gov

<http://learningsource.od.nih.gov>

Learn...Discover...Grow

The following IC's have utilized the NIH Training Center's Executive Coaching Program

- OD
- NIMH
- CSR
- NIDDK
- NINDS
- NIMH
- NIAID
- NHLBI
- NIAMS
- NIGMS

After requesting recommendations of vendors for Executive Coaching from Principal AOs in intramural, the following responses were received:

NIDA: Sarah Agan @ Suntiva, a company located in Falls Church.
email at sagan@suntiva.com or phone at (703) 298-5462.

VRC: Susan Samakow, CPCC
Certified Business & Life Coach
Susan Samakow Coaching, LLC
email - Susan@SelfTalkCoach.Net
Phone: 301-706-7226
www.selftalkcoach.net

NIDDK: Michael O. Black, Ph.D., MBA
Principal
Ascent Institute
16481 W. Ellsworth Avenue
Golden, CO 80401
W: 303 484-9970
C: 303 909-1149
F: 303 325-5099
michaeloblack@comcast.net

REINA BACH, MA, CLC
phone: +1 303 907 4640
email: mail@reinabach.com

Patrick Flanagan
Part of the NIH-UMD Senior leadership training and a very good coach)
Contact info:
pmflanagan@earthlink.net

The NIH Training Center (TC) uses some of the same vendors recommended by the ICs. The TC will provide the IC with names/vendors to interview to see if the match between the vendor and the manager will be comfortable and work before they actually contract with them.