

PROGRAMS FOR
Female Leaders



WORKING with POWER
(it's easier.)

Female Leaders

Moving High-Potential Women Past Career-Limiting Patterns

Does your organization have talented women you want to support and promote to higher leadership roles... but they're not quite ready?

What do you do when it's not a "glass ceiling" limiting the careers of these women... when it's something subtle about their personal style, their communication, or a lack of executive presence and confidence?

That's where I come in. I'm Michele Lisenbury Christensen, a seasoned leadership coach with a master's in psychology and a long track record of helping women create successful, sustainable careers at high levels in organizations. Here's what that looks like for my clients and their leaders:

Key Client Outcomes:

- Compelling executive presence
- Improved influence
- Ability to drive initiatives across the organization
- Increased confidence and reduced tension (when relevant)
- Reduced friction and interpersonal problems (when relevant)
- Promotability

Clients say things like:

- "I'm more confident in high-profile meetings. I can think on my feet even in front of VPs and presidents."

- "I'm not getting the pushback and strange reactions I used to get from my employees/peers/clients."
- "I'm hitting my targets better than before, but with less stress and exhaustion."
- "My own assessment of situations is more accurate – I can trust my gut better."
- "I'm better at handing things off to my team so I'm able to take on the projects my boss is asking me to step into."

I help close career-limiting leadership gaps so my clients can rise to the level their talents deserve.

Leaders' Experiences:

My client's bosses often report:

- "She's easier to lead... she tells me what she needs from me and gives me what I ask for."
- "She's more confident, more relaxed, and more concise in her communication."
- "Other people tell me she's easier to work with."
- "Her influence and scope of visibility have increased significantly in just a few months."
- "She's exceeding expectations."
- "She's surpassing her development goals."
- "She interacts and relates to a higher level in the organization now, yet she's still in touch with her employees."
- "I feel confident now putting her forward for a promotion."

Coaching Process:

We create these results over 6-12 months of leadership coaching.

PHASE 1: Set Objectives (2-4 weeks)

Client Objectives Meeting: The client and I collaborate to establish coaching objectives and checkpoints to assess progress and report the back to her leader.

Leader's Objectives Meeting: I meet individually with the client's leader to get a direct view of how he or she sees the client's strengths and challenges.

Milestones and Support Meeting: Then, the three of us meet to finalize coaching objectives, confirm checkpoints, and discuss how the leader can best support the client's coaching.

Other Common Phase I Components

360° Assessment

- Brief interviews with key directs internal or external clients, and/or peers to gain insight into dynamics present as the client leads
- Understanding how her behaviors affect the business and her professional relationships
- Integrating feedback into specific training and coaching

Meeting Observation and Feedback

- Observing the client in key meetings where she's leading or presenting
- Observing the client as she interacts with peers, employees or superiors
- Giving observation-based verbal feedback on how she's coming across and how to improve approach and impact

PHASE 2: Coaching Engagement (4-7 months)

The approaches to the coaching engagement are flexible, robust and timely. At different times, our engagement may include:

Part A: Regular Coaching Calls

- Weekly or bi-weekly meetings, as schedule permit
- 30-60 minute calls and/or meetings
- Recurring focus on established objectives
- Just-in-time focus on emerging challenges and opportunities
- Input on strategies, perspectives, and language to optimize communication, reduce stress, and maximize leadership and impact

We get to the root of the behaviors and approaches that are limiting their success, and adapt their style to fit their next level and beyond.

Part B: Off-Site Deep Dive Sessions

Every 4-8 weeks, 2-3 hour off-site session to deepen learning and development. We focus on:

- Strategy sessions to prepare and rehearse for a meeting or important conversation
- Support in designing off-sites or other team meetings
- Help crafting messages and tone for client meetings, staff meetings, or 1:1s
- Facilitating key conversations with others
- Offering guidance on how to improve working relationships with particular individuals
- Defining leadership legacy and career vision

PHASE 3: Assessment and Wrap-Up (2-4 weeks)

We revisit the objectives, assess progress, and report back to the client's leader and/or other sponsors.

For a value-added, no pressure conversation about your needs and possibilities, please call Michele Christensen at 206.696.1460 or e-mail Michele@workingwithpower.com. I look forward to connecting with you.



Michele Lisenbury Christensen *Background*

I'm the coach leaders seek when they need to close a skill gap and want to do it in a way that's authentic and sustainable for them.

Client say I understand their business quickly, tell them the hard truths in a way they can hear, and give them amazing insight into the people around them.

.biz: My business background started in middle school, when I began working for my family's international logistics company. With early and long experience in a hard-driving, primarily male field, I'm a powerful coach for men and for women immersed in intense environments. My own corporate background spanned operations, finance, marketing and sales, and organizational development. Starting in my early 20s, I was responsible for negotiating complex \$100 million contracts with steamship lines.

.edu: I hold a Bachelor's Degree with Honors in Economics and Business Leadership and a Master's Degree in Psychology, focused on the Science of Meaningful, Lasting Personal Change. I'm also a seasoned practitioner of meditation and yoga and an avid student of brain science.

The 5000 year old mind/body yoga tradition and the latest in neurobiology are my secret weapons in helping leaders make changes that work, stick, and feel great.

.coach: I was among the youngest coaches ever awarded the Professional Certified Coach credential by the International Coach Federation. A leader in the coaching field for more than a decade, I'm a senior faculty member at CoachInc., the largest coach training organization in the world. My coaching clients span from North America to the UK, France, Singapore, Australia, and Hong Kong. My work has been featured in print and broadcast media from the Puget Sound Business Journal to Consulting Today and the UK's "Today" show equivalent, "This Morning with Richard and Judy."

.leaders: I've worked with senior leaders in companies including Microsoft, Boeing, Gap, Inc., Kodak, and many mid-sized firms. I've helped individual leaders from senior managers to vice presidents and worked with division leadership teams to transform their organizations' cultures.

.produce: I'm the author of the book "Succeeding Without Side Effects: Burnout-Proof Your Leadership and Life" and of the year-long programs "Balance Builder" and "Success Made Fun" and the audio programs "5 Minute Meditations", "Your Business Can Be a Spiritual Path" and "White Space: The Only Productivity Tool You Need." The 12 Elements of Power framework I've pioneered with Sara Harvey Yao informs all my work. It helps my clients integrate the yang skills that outwardly drive results with the yin skills that build relationships, smooth the path, and create sustainability.

.personal: I have been married to my best friend Kurt since 2000 and we love being Cooper's parents, since 2008. We relish both the comforts of the Seattle home we designed and built together and the adventures we share, like trekking in Patagonia, visiting archeological sites in Turkey, and kayaking in Alaska. My happiness and ability to serve are also nourished by my yoga practice, outdoor fun, and time with hilarious friends.

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