

## WHAT IS IT ABOUT CHANGE?

Today's workplace is complex. It's dynamic, ever-evolving and full of change. For all of us, at least some of the time, change is hard. It challenges us to rethink our familiar ways of seeing and acting in the world. It demands that we take risks as we step outside our normal comfort zones and try out new approaches.

In the midst of this complexity, even normally high-performing leaders with successful track records can experience challenges. Typically, however, it's not the external workplace change itself that is difficult. Rather it's the internal transition – from an old way of being to a new way of behaving.

Instead of asking leaders to *adapt* to changing circumstances, **TRANSITIONS COACHING** helps them adopt new approaches, mindsets and beliefs, leading to long-term increased personal satisfaction, professional success and bottom-line results.

## LEADERSHIP COACHING SERVICES

Typically six months in length, leadership coaching engagements include regular one-on-one meetings in which the leader is fully supported and encouraged in their development from old ways of thinking and being to new ways of believing and behaving.

By cultivating awareness and aligning their organizational and professional goals with their own values, leaders can move outside of their comfort zones and push themselves to new levels of performance.

IMPROVING  
CAREERS,  
LEADERS &  
ORGANIZATIONS

NEW EXECUTIVE LEADERSHIP  
NEW STRATEGIES & EXPECTATIONS  
ACQUISITIONS  
PROMOTIONS

MERGERS  
EXPANDED RESPONSIBILITIES  
NEW TEAM MEMBERS & DYNAMICS  
CAREER SHIFTS



## KAREN KONRATH

Leadership Coach  
ICF Associate Certified Coach



I love change! Personally, I find it exciting and challenging. But I also know how hard it can be.

With more than 20 years of business experience leading human resource teams in a range of industries, I've seen it all: mergers, acquisitions, downsizings, new leadership, strategies and teams. And I have felt the effects as a leader myself.

Long before I earned my certification in executive coaching and obtained expertise in the theories behind change, I discovered that the most successful leaders are those who choose to navigate external change by revising their internal approach to it.

I founded **TRANSITIONS COACHING** with the intention of encouraging, supporting and inspiring people – both individually and as part of a larger team or organization – in their pursuit of personal fulfillment and professional success.

## FOUR PRINCIPLES UNDERSCORE MY WORK

### AWARENESS

I assist my clients in becoming exceptionally self-aware – of their core personality, values, beliefs, strengths, challenges, as well as their patterns of behavior and portfolio of skills. Knowing how these qualities contribute to one's effectiveness, and where new behaviors, skills or mindsets must emerge, is key to a successful coaching outcome.

### ALIGNMENT

I help my clients align their values and goals with their organization's overall objectives. Without alignment, incongruence will sabotage even the best of intentions.

### ACTION

I encourage my clients to take action. Success only comes when we apply our newly found insights, knowledge and motivations in the real world – each day, each week, each month.

### ACCOUNTABILITY

I support my clients through mutual accountability. Together we establish a partnership rooted in trust, integrity and ownership.

## CONTACT KAREN KONRATH TODAY

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## COACHING PACKAGES TYPICALLY INCLUDE SOME OR ALL OF THE FOLLOWING:

- Initial consultations with leader and leader's manager to determine desired individual and business outcomes.
- 360-feedback interviews with 8 key stakeholders, or administration of the Leadership Effectiveness Analysis (LEA) 360, with comprehensive report of results a Assistance creating an individual coaching action plan.
- Weekly or bi-weekly 60-minute one-on-one coaching sessions.
- 3 separate alignment meetings with leader and leader's manager to ensure progress and healthy feedback.
- Final reporting and closure through either additional 360-feedback interviews or a self-generated report by leader (with guidance from coach).