

Are Your Managers Creating the Results Needed for Business Success?

Dear Business Leader:

Do your managers have technical skills, but lack the ability to inspire and motivate? Is it difficult to find the time required to develop your managers into leaders? Do you require managers to create a productive, creative, entrepreneurial culture, but current practices are not engaging employees? Are you wondering if you'll ever have the team that will focus on key performance objectives?

If you answer "yes" to any or all of these questions, your supervisors and managers will benefit from leadership coaching. Through a unique, proven coaching process, leaders will discover their own limiting beliefs and 'hot buttons'; and will identify how these perceptions limit the ability to motivate, inspire, and lead others. Clients enhance their own interpersonal abilities, while learning how to best lead others. Results that follow include:

- ⇒ **Creating the business environment that engages and empowers employees;**
- ⇒ **Identifying chronic vs. situational negative thoughts, behaviors, and actions;**
- ⇒ **Enhancing positive, anabolic energies within the team;**
- ⇒ **Balancing work and life goals;**
- ⇒ **Elevating LEADERSHIP skills to surpass technical abilities.**
- ⇒ **Focusing team on key performance objectives.**

The **leadership** coaching process focuses on the issues of today while creating action plans for long-term success. This proven systematic approach, which starts with an Energy Leadership™ Index will include one-on-one or team coaching, leadership competency assessments, and SMART goals.

Patricia Sullivan is Founder and CEO of Profit by Design, HR Consulting (PDHR). Prior to starting PDHR, Patricia spent 20 years in leadership roles. As a human resources executive she has led results driven projects in ISO and FDA regulated organizations. Patricia provides high ROI services in leadership development, leadership coaching, adult learning, training, and performance management. Patricia served as an Adjunct Instructor for Villanova University.

Patricia was awarded an undergraduate and graduate degree from Temple University, majoring in Human Resources Management. Her many certifications include:

- ⇒ **Certified SPHR, Senior Professional in Human Resource Management**
- ⇒ **Energy Leadership™ Index Master Practitioner**
- ⇒ **Certified Master Trainer**
- ⇒ **Certified Empowerment Coach**
- ⇒ **Certified Conflict Resolution Mediator**

Contact PDHR to discuss how your managers can discover their true leadership potential!

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