

Friends,

In this season of thanksgiving, I want to take this opportunity to thank you for supporting me and The Career Group as we reach a milestone anniversary, 5 years!

I hope that you enjoy this inaugural issue of our newsletter. Please send me your thoughts about its content - now and in the future. I would love to hear from you.

Happy Thanksgiving to you and your loved ones!

Best wishes,
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WHAT WE CAN DO FOR YOU

The Career Group, LLC provides coaching services customized to the client's specific needs in the areas of:

- **Leadership Coaching** - Unique and vigorous partnership with the purpose of maximizing the executive's output and effectiveness while balancing it with personal desires, ambitions and outcomes. Specific emphasis on developing Emotional and Social Intelligence to create Resonant Leaders. Topics include specific business projects and conditions of your business, profession or life.
- **Career Coaching** - Individual support to leaders looking to enhance their opportunities within or sometimes even outside (particularly in the event of job loss) their organization. Process builds confidence, identifies strengths and zeroes in on direction and goals; uniquely incorporating leadership coaching, as appropriate. Provides direction for managing own career going forward.
- **Outplacement** - Corporate sponsored job search coaching for individuals affected by some kind of reorganization, downsizing or position elimination. We offer both group and individual packages to companies experiencing the need to trim workforce while doing right by their exiting employees.
- **Seventh Prism Corporate Training** - Achieves High Performance Through Work / Life Integration in a highly refined, systematic approach that increases organizational performance while improving the quality of life for those responsible for leading their organizations.
- **Attorney Coaching / Practice Advising** - In partnership with Atticus, Inc., we work with attorneys who want to proactively learn how to modify their practices to better serve their lives and their clients; including decreasing stress, increasing income, gain more control over their life and law practice and serve their clients better.

SERVICE SPOTLIGHT: LEADERSHIP COACHING

What is Leadership Coaching?

Let's start with what it's not: psychological counseling or any type of therapy.

Leadership Coaching IS a unique and vigorous partnership with the purpose of maximizing the executive's output and effectiveness while balancing it with personal desires, ambitions and outcomes. Topics covered include specific business projects and conditions of your business, profession or life. Coaching skills used in the coaching relationship may include values clarification, brainstorming, identifying plans of action, asking powerful questions and making empowering requests. Coaching focuses on the now and the future, not the past.

We believe that all people have all the inner resources they need to succeed. As coaches, we help our clients find and fully utilize those strengths. We believe that growth and change is not only natural, but possible - provided you recognize the need and have the desire - essentially an intentional change. To create these changes, you need to practice new behaviors until they become habits - a coach fosters this process and supports you during setbacks and challenges you to go further, even during successes.

Particularly in the case of Emotional and Social Intelligence Coaching, you learn to understand and manage yourself AND understand and manage others through development of 12 key competencies - critical keys to success for any leader.

Top 10 Reasons for Seeking a Leadership Coach:

1. Maximize 360° feedback with absolute confidentiality.
2. Development and refinement of leadership / executive skills.
3. Increased speed and confidence in decision-making.
4. Support and sounding board to senior leaders, often isolated by their role, for making strategic decisions.
5. Resolution of internal crisis in individual alignment of personal and corporate goals.
6. Focus present performance for exceptional business results.
7. Improve confidence and results in guiding major organizational change.
8. Increase ability to influence and inspire others to greatness (resonance).
9. Safety zone for examining corporate / internal politics and improve communication.
10. Integration of new skills and knowledge into behavior.

Contact us today to learn more about The Career Group's Leadership Coaching services.

IN THE NEWS

This summer, I was delighted to be chosen by *The Cleveland Jewish News* (CJN) as a Cleveland professional whose career is "On The Rise." Twenty professionals were chosen by CJN's editorial staff because of the positive impact we are making in the Cleveland business community. I'm honored to know that my work has truly made a difference in the lives and careers of executives all across Northeast Ohio. To read more about the feature in the CJN, click [here](#).

ABOUT US

Founded in 2003 by Regina Olbinsky, RCC, PHR, MBA, a recognized career and leadership coach, with over 18 years experience. The Career Group, LLC works with many multi-billion dollar organizations to coach, counsel and mentor employees. The firm offers solid career and leadership advice by empowering individuals with lifelong skills and creates success through strategic and intentional change. The coaches work with their clients with a focused, disciplined and customized approach to meet each client's specific goals and developmental needs. For more information, visit www.careergroupllc.com