



*Creating success through strategic and intentional change*

## Dynamic corporations are thirsting for **LEADERSHIP** in technology management, not just expertise.

Many information technology professionals achieve executive positions on the back of one set of skills and then find themselves struggling with the expectations being made of them by the rest of corporate leadership. The behaviors that served them well while climbing the technical ladder are suddenly of marginal use, or even counter-productive, in the risk averse, ROI-centric board room.

### Specific Technical Leadership Solutions

- **Leadership Development through Emotional Intelligence:** Design individualized strategies to maximize your effectiveness in your current position and implement a plan to develop the structure, values and skills which will prepare you for your next step up the ladder.
- **Management Effectiveness Assessment:** Come to see yourself as your superiors, peers, and reports see you. Using standardized and proven assessment tools, the foundation for true team building and organizational placement optimization can be built.
- **Career Change Management:** Learn to efficiently and elegantly adapt to changes around you (and within you!) as you continue to succeed and grow.
- **Communication Optimization:** Develop an alertness and awareness which will lead to accurate messages and appropriate context and delivery. Develop the ability to ignite resonance in others.
- **Ongoing coaching and support:** Objective evaluation of options, motivations, external influences, and internal objectives can often help an executive see clearly through the company's political haze.

**Regina Olbinsky**, President of The Career Group, proudly joins Boundless Flight's network as a Leadership Coach for Information Technologists. She has worked with C-level executives within several multi-billion dollar corporations as a career management expert. Her roles have included:

- executive development
- personnel conflict resolution
- corporate outplacement
- successor planning
- executive search



Regina is certified as a PHR (Professional in Human Resources) by the Human Resource Certification Institute and is an RCC (Registered Corporate Coach) by the Worldwide Association of Business Coaches.

She is accredited to administer and interpret several leadership assessment instruments, including the HAY 360 – Emotional and Social Competency Inventory (ECI/ESCI), DISC, and the Occupational Personality Questionnaire (OPQ).

Ms. Olbinsky obtained her MBA and certification as an Emotional & Social Intelligence Leadership Coach from Case Western Reserve University's Weatherhead School of Management. She has also served as the President and V.P. of Finance/Treasurer of the Cleveland chapter of the Society of Human Resource Management.

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