

For Leaders
and Organizations

Pursue Your Path



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your path, please visit
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Featured Offering

5 Important Questions Leaders and Organizations Need to Ask

- ✦ Do you face resistance when change occurs?
- ✦ Does your culture include silos, or stressed-out and overworked employees?
- ✦ Do you get the best performance and productivity from your employees?
- ✦ Do your managers personalize their management style?
- ✦ Do you know how answering these questions directly relates to your organization's effectiveness and profitability?

Would you like to enjoy more of this in your organization?

- ✦ Happier, more productive and committed employees
- ✦ Leaders with the mindset, skill set, and tool set to bring out best performance
- ✦ A more profitable organization
- ✦ A culture where life-work balance is the norm

This is not some impossible dream.

All four characteristics correlate with *engagement*.

Engagement is the *emotional commitment* an employee has to your organization and its goals. Emotional commitment results in an employee using his or her discretionary effort. Gallup organization research directly correlates engagement with profitability, productivity, customer ratings, turnover, safety incidents, absenteeism, and quality of work.

Simply put, employees who feel engaged contribute more—and they go the extra mile for their colleagues, their clients, and their company.

What is the single greatest predictor of engagement?

(Hint: It's not great benefits and pay, or a flexible schedule, however worthwhile those are.)

The single greatest predictor of engagement is the quality of the management and leadership.

Most key variables associated with outstanding engagement correlate with a “coach approach” leadership style. Leaders and managers who adopt a coach approach assist employees to acquire these abilities:

- ✦ Make more effective decisions and commitments
- ✦ Establish accountabilities more easily
- ✦ Respond to challenges in more inspired and thoughtful ways.

How can leadership and management be improved to increase employee engagement?

Give your managers and leaders the mindset, skill set, and tool kit of a coach.

My six-month program based on my book *The Coach Approach for Leaders: Get the Best from Everyone Every Time* empowers your organization with the essential, accessible, proven coaching tools and techniques to equip you and your leaders to expand or transform how you lead others.



Elizabeth Dickinson

Speaker and Certified
Life Coach

M.A. Holistic Counseling
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Elizabeth will be happy to design a
custom presentation for your group
upon request.

By the end of the program, your leaders and managers will know how to take these approaches:

- ✦ Use a coach's mindset to establish, maintain and leverage trust.
- ✦ Use the coach's skill set to eliminate resistance—and to create unexpected solutions to challenging problems.
- ✦ Use the coach's tool kit to create effective, implementable actions and accountability.
- ✦ Recognize how to stay on track—no matter how challenging the circumstances.
- ✦ Create an individualized leadership style without micromanaging or being too hands off.

Additionally, this program catalyzes leaders to create these improvements:

- ✦ Make employees feel seen, heard, and appreciated.
- ✦ Use compelling questions for insights and results.
- ✦ Give more effective feedback to facilitate positive, lasting change.
- ✦ Create action and accountability in themselves and others.
- ✦ Inspire more unified, cohesive teams.
- ✦ Move past or transform limiting or negative emotions and behaviors.
- ✦ Promote and maintain life-work balance.
- ✦ Empower a responsible, engaged, and agile workforce.

Contact Elizabeth to see how she can assist your organization to create increased engagement and tailor this program to your organization's needs.