

Executive Coaching

Leaders face two fundamental challenges in their lives – forces residing in the outside world that can literally change everything overnight; and forces residing in “their inside world” that determine how they react and cope with the external challenges. They have limited control over the outside forces but potentially, total control over the inside ones, if they have a broad and deep understanding of what I call their Internal Frontier. Fifth Wave Executive Coaching delivers the awareness and power that creates clarity, confidence, and direction in the personal and professional lives of leaders.

Most leaders are a combination of conscious competence and unconscious competence. They know very well some of what they do that works superbly; and they are equally clueless about other areas. When it comes to knowing why things work (or don't work), there are significant areas of their lives in which they don't know what they don't know. As a good friend of mine puts it, “Sometimes leaders are guided missiles; and sometimes they're misguided missiles.”

What can you expect, depend on, and be guaranteed in a coaching relationship with me?

- A confidante who has your best interests at heart
- A trusted advisor who will always give you honest, open, and direct feedback
- A counselor who will tell you what you need to hear, not what you want to hear
- A completely confidential relationship in which you can talk about anything of concern in your personal and professional life.

How does this coaching relationship translate into practical deliverables?

- The creation of a personal vision and mission that informs and unifies all your choices and decisions – at work and at home

- A refinement and clarification of your core values and their translation into hands-on tools for managing the incessant flow of information in your life
- The elimination of a minimum of two significant behaviors that get in your way as a leader
- The development of skills that will allow you to become a high intimacy, low maintenance relationship builder
- The ability to get results through efficient, effective, and impactful meetings
- The ability to use feedback, listening, and observational skills to serve as a catalyst and facilitator of team-building and self-managed learning
- The ability to enhance relationships by learning confrontation effectiveness
- The ability to use your own self-information to grow and develop others
- The ability to organize, refine, and articulate a process for identifying and promoting the talent in your environment
- Decreasing your sense of isolation in your leadership role
- Feeling good about your contributions to all the important relationships in your life.

What does the program look like, practically?

- Comprehensive, in-depth personal and professional review
- A monthly 1.5 hr phone consultation
- Unlimited calls (under 15-minutes)
- Email communications as needed
- Assessment and recalibration of objectives at 6 months, and 1 year

Note: Fees are based on a monthly retainer and a minimum commitment of 1 year is required.

Leadership Development

A company is only as strong as its leaders, not just at the executive level but within every strata and division. We work with our clients to implement the skills and behaviors of impactful leadership, as well as to build a bench for the future. Doing so means creating a company filled with employees who have the capacity for self-assessment, adaptive learning, honest feedback, and most important of all, accountability to an action plan. It means building a team of men and women who are willing to confront and eliminate unproductive behaviors in themselves and others.

The result is a highly productive team that maintains a single-minded focus on company values, enhanced performance, and, ultimately, a healthy bottom line.

Sales Effectiveness

To live and work successfully in the Fifth Wave, it is necessary to get to the point quickly and honestly, with no drawn-out, unproductive dealings and hidden agendas. The same is true of selling. Your salespeople must be able to communicate openly with prospects, and also help those prospects do business the same way. Anything else is counterproductive to your company's goals. It is a waste of time and money.

We teach your salespeople how to sufficiently disturb your prospects in order to create the need for your solution — and then build an ongoing relationship that transforms them from prospect to long-term business partner.

Recruiting and Selection Systems

Hiring the wrong person is an expensive mistake, one that few companies can afford to make. Hiring the right person can create a ripple effect in your corporate culture that ultimately enriches your entire organization. We teach

our clients the unique art of Fifth Wave recruitment. You'll learn how to go beyond the expected (and ineffective) interviews that focus solely on what the candidate has done, instead of who the candidate is. Has the candidate learned from their life experience, and used this information to become more effective in all areas of life. Your goal is not to hire the person who fits your current culture, but the one who fits the profit-centered, accountable, high-performance culture that you want to create.

Deliverables

For all the services listed above, we offer the following implementation techniques:

- Workshops
- Development Groups
- Executive Retreats
- Educational Products
- Marriage/Couples Workshops

Keynote Lectures by Morrie Shechtman

Morrie is a highly sought-after speaker who has lectured on personal transformation and productivity to audiences throughout the United States, Canada, Mexico, Latin America, Europe, India, Africa, Australia, and New Zealand.

As Chairman of Fifth Wave Leadership he has consulted with hundreds of top executives worldwide about managing disruptive change, merging corporate cultures, and effectively mentoring an increasingly demanding workforce. Morrie has authored two business books — *Working Without a Net: How to Survive and Thrive in Today's High Risk Business World* and *Fifth Wave Leadership: The Internal Frontier* — that examine the close connection between personal growth, bottom-line profitability, and stakeholder value. Morrie has been interviewed on *Good Morning America* and has been a

frequent guest on PBS and major market radio talk shows. A number of political figures have recognized him as one of the most influential minds of our generation for his strategies for thriving in today's high-risk business culture.

He is available to speak on these three areas: **Leadership Development**, **Sales Effectiveness** and **Recruiting and Selection Systems** — as well as his classic breakthrough presentation, **Creating a Conscious Culture**. He tailors his keynote presentations to meet the unique needs of your audience. His dynamic and inspiring presentations always include specific actions audience members can take to move themselves and their organizations toward a heightened state of self-awareness, productivity, communication, and accountability — a state that offers a remarkable and measurable advantage in 21st century business.

Accountability Groups

The Accountability Group is a fundamental element in the development of a company's culture. It is a source of individual and organizational growth, and a place where progress can be felt and measured. It can also become a source of a great deal of satisfaction and fulfillment.

Accountability is the ability to engage in and commit to relationships that produce results as the end product of caring about someone else. The individual relationships are the foundation and springboard for group participation, but accountability always remains between two individuals.

The Four Goals Of The Accountability Group: 1.) Sharing Best Practices 2.) Expanding Self-Information 3.) Learning New Skills 4.) Growing Through Action Plans

Key Points: Everything you learn in the group, should be directly transferable to your leadership role outside of the group. The fulcrum of the group is

learning how to identify “critical issues:” Blockers or resisting forces, that are preventing the team and individuals from accomplishing their purposes.

Business Objectives: The Accountability Group is a forum where skills are developed, refined, practiced and applied as follows:

Decision Making - The ability to make quick, clear and non-ambivalent decisions when faced with a number of choices, all having some degree of validity and risk.

Conflict Management - The ability to identify and communicate disappointment in others, directly and openly, without apology or hostility. Turning disappointment into a learning and growing experience.

Change Management - The ability to initiate and consistently reinforce proactive change-agentry. To extrapolate and predict future developments and requirements in relation to human and technological resources, utilizing current behaviors and information.

Leadership Focus & Presence - The ability to delegate more effectively, to grow and develop internal leadership talent, to be able to implement and utilize value-based leadership; to be, essentially, a “truer” leader.

Heightened Accountability - The ability to design, implement and effectively utilize accountability structures. To set up systems that enhance performance by clarifying expectations, establishing action plans, monitoring activity, and analyzing and consequential results.

Productive Goal-Setting - The ability to engage in a meaningful goal-setting process on both a personal and professional level. The utilization of goal setting to facilitate team building and high accountability amongst management personnel.

Personal Objectives: The Accountability Group is a forum designed to assist each participant:

- To understand more about themselves

- To begin to see themselves as a resource in their own lives; as always having choices; not as being victims
- To understand the role of loss in their lives and the role played by the grieving process ineffectively managing change
- To understand their reaction to disappointment, as well as how they deal with the emotion of anger
- To understand and more effectively utilize group process

Ground Rules & Expectations:

1. Everything we talk about pertaining to an individual's challenges and issues, is to be kept in confidence.
2. Skills, insights and action plans developed in the group, are intended to be shared with colleagues outside the group.
3. It is an expectation of group participants, to offer and receive feedback from fellow group members.
4. Feedback is to be given in the form of a question or an observation.
5. The role of feedback is to catalyze new thinking, and expand the recipient's self-information.
6. The group is not intended to be a debating society. Sharing one's feelings about received feedback, is totally appropriate. Arguing its factual accuracy is not.
7. Open, honest and direct communication is expected – about oneself and about one's work setting. Covering one's posterior, or protecting one's territory, is inimical to learning, growth and personal development.

Relationship Coaching

Building a healthy relationship is a long-term process. There will be times that both partners need support in their journey, as well as "reminders" on what relationships are really all about: personal growth.

Arleah Shechtman provides ongoing, intimate one-on-one coaching — usually via phone or video calls to those who want a stronger, growth-

oriented relationship. You may be surprised to learn that these coaching sessions are not about "the relationship." They're about you, the individual, and they focus on the personal issues rooted in your past that are holding you back in the present. When you begin to heal your unhappiness, your relationship is not the only part of your life that will improve. Your work relationships will be transformed as well.

Though it's a common misconception, there is no firewall between our personal and professional lives. Who you are at home is who you are at work. That's why Arleah's insightful, intensive coaching can help you develop and strengthen the inner resources that lead to a happy relationship and a successful career.

Weekend Workshops

We have a variety of workshops offered at our home in northwestern Montana, in an exceptionally serene, tranquil, and yet spectacular setting. One of our most successful and popular offerings is our **Couples' Renewal Retreat**.

This learning and growth experience is designed for couples who have achieved success in their lives; personally, professionally, and financially. The primary goal is to help participants focus and redirect the skills and talents that make them effective with others, toward renewing and revitalizing their most intimate and committed relationships.

One of the hallmarks of successful people is their ability to positively impact and change the environment around them, as well as bringing an enhanced sense of meaning and productivity to the lives of others. Often, though, this requires a single-mindedness, intensity, and expenditure of energy, that leaves little left over for nourishing and rejuvenating ourselves and our relationships with those that we care about so deeply.

This experience provides busy, highly involved individuals, with many commitments in their lives an opportunity to learn how to fully enjoy and get

the maximum out of, the most important people in their lives — themselves and their life partners.

The retreat takes place at our property which is situated right in the middle of one of the most densely timbered and glaciated regions in the northern Rockies, and we integrate the land into the work of the retreat.

Some of the topics and areas of concern covered in our time together are:

- The Values-Based Relationship: Creating Conscious Competence In Your Life
- Listening And Problem-Solving: Reconciling Those Unreconcilable Differences
- Grieving And Growing: What “Letting Go” Really Means
- Self-Esteem And Relationships: Not Getting Swallowed Up By The Big Kahuna
- Parenting Beyond Your Wildest Fears: Delight And Disappointment In Raising And Relating To Your Kids
- The Personal Life Manager — A New Role For A New Millennium
- Arenas Of Conflict: Identifying And Resolving Repetitive Arguing
- De-Mystifying your Needs: Work, Learning And Productivity In The Lives of Adults
- Communication And Intimacy: Deciding What To Share
- Blending Differences: Men and Women, Thinking And Feeling, Sex And Closeness
- Coming Of Age With Your Children: Keeping Who’s Who Straight
- Spirituality And Relationships: Integrating Activities And Beliefs That Re-Energize Your Life Force

Who Should Sign Up?

This experience is designed for individuals who wish to learn more about themselves — why they do what they do; what they need to stop doing; what they need to continue doing; and what they need to start doing.

These individuals believe that their own growth and development is a prerequisite for a satisfying, stimulating, and meaningful relationship with an intimate partner.

The retreat is demanding and intense. The working sessions involve both days and evenings, and the emotional areas we help you explore can be taxing and draining. There's also lots of fun! This an opportunity to focus on you for a change, and to experience immersion in a natural environment that brings out the best in people.

Who Should Not Sign Up?

This retreat is not a workshop, seminar, or "course". It is not intended to be a primarily intellectual or academic exercise, in which you get a lot of information about concepts and ideas, or "magic bullets" to fix things quickly. The emphasis is on "self-information", feelings, and belief systems, not on information about other people and other things.

In addition, you should not attend this learning experience if you are unwilling to share how you feel and what you believe. you will not be asked to share anything that you are uncomfortable with, nor is it a prerequisite that you need to have been in counseling or therapy. But there will be very little to be gained from the experience if you simply observe and don't become involved.

Lastly, we have two dogs who are an integral part of our family. They love people, people love them, and they are not bashful about their needs for love, closeness, and affection. if you are allergic to dogs (two Labs), or you are fearful of them, this would not be a pleasant experience.

Practical Arrangements and Timeframes:

The retreat begins at 5:00 p.m. on Friday evening and concludes on Sunday, late afternoon. We begin on Saturday and Sunday at 8:00 a.m. with a continental breakfast, and work into the evening the first two nights. All meals will be provided for at our house. If you're coming in by commercial airlines, departure from Kalispell (Glacier Park International Airport/FCA) is fairly frequent, given the recent expansion of facilities and carriers.

Accommodations: If you are coming in as the sole couple for the retreat, you can plan to stay in one of the guest suites in our home. If you are part of a

multiple couple weekend, there are a number of hotel/motels in town (10 – 15 minutes from our property), and some very nice and unique bed and breakfast places. If you have traveled a lot, you will find the accommodations acceptable, clean and functional, and the service people very pleasant and very easy to deal with (people with bad, nasty attitudes are hard to find here). We will provide you with more detailed information on a separate sheet.

What To Pack/Clothing: Dress for the entire weekend is casual; and we mean casual, as in jeans, sweatshirts, etc. It is hard to underdress in Montana, regardless of what you're doing or where you're going. It is important that the clothes you bring be comfortable, and that you bring with a pair of supportive and substantial hiking or walking boots/shoes. **Check with Susie, our personal assistant, for the appropriate outerwear for the time of year.** It is also advisable to bring some sort of skin moisturizer and lip balm, since our year-round humidity is extremely low, and dryness is a consistent challenge.

What To Expect: We'd like to provide you with a daily agenda of activities, but that wholly depends on what issues are generated in our initial meeting on Friday night, when we get to know each other, and when we get a feel for the particular dynamics of your relationship. Suffice it to say, that you will be involved in activities that have you doing some written work, some solitary individual pondering and integrating, some processing of feelings and beliefs as a couple.

Questions? If we can answer any questions, or provide you with additional information about the retreat — feel free to give us a call. See you in Montana! Call Arleah at: (406) 270-7767 Call Morrie at: (406) 260-7631