

Executive Coaching is the Answer

Coaching isn't just good for your development. It helps you identify and gain skills that can help you solve your organization's challenges today, tomorrow, and in the years to come. Organizations that use coaching reported a stronger financial performance (American



Management Association). In a global survey of coaching clients, the mean ROI for companies investing in coaching was seven times that of the initial investment and a quarter of the companies in the survey reported a return on investment of 10 to 49 times their coaching investment (Price Waterhouse Coopers and Association Resource Center).

"ESC does such great work with amazing clients who often aren't aware that we offer coaching as a part of our service offerings. It's easy for clients to see the value in coaching after benefitting from another kind of engagement with us... they already know we know our stuff!" - Jodi Wellman, Executive Coach and Executive Service Corps' Coaching Practice Group Leader

Executive coaching isn't just for Fortune 500 CEOs. It's totally accessible.

"The opportunity for executive coaching came at a moment of transition in my career at United Way. John Rosenheim was extremely helpful in coaching me through the major changes within my new role and provided guidance on how to best manage my staff and my supervisor. I applied many of these new skills to become an effective and transparent manager, run more efficient meetings and become a better communicator when managing projects and vendors. John Rosenheim was a very attentive coach and provided a safe space to share my challenges and successes at United Way. I often left our meetings feeling empowered to make real change within my organization. This experience has allowed me to grow as a professional and effective leader." - Sarah Campos, Digital Marketing and Communications Manager, and ESC Coaching Client

Coaching is an efficient way to take your leadership to the next level. Want to map the next steps to your professional development? Do it with a coach who has been there before.

"Coaching provides ESC consultants the opportunity to apply the 'lessons learned' from their careers to the everyday challenges facing their clients. The judgment accrued through years of overcoming obstacles enables coaches to provide realistic advice to today's nonprofit leaders." - John Rosenheim, Executive Coach and Engagement Manager at the Executive Service Corps

When was the last time you invested in your own development or in your organization's development? Coaching is a great way to grow. To request an executive coach, contact ESC at 4org.org.

ESC Consultant Spotlight: Elizabeth M. Burke

Liz is an accomplished Chief Financial Officer offering extensive experience in strategic planning, capital and debt management, acquisitions, divestitures, budgeting, risk management, financial reporting/analysis, and staff management.



She has had a progressive career through roles of increasing responsibility and leadership within CFO roles for prominent international law firms, "Big 4" public accounting, Fortune 500 internal audit, and planning/analysis/financial oversight for consumer products and professional services companies.

She earned a Bachelor of Business Administration in Accounting from Old Dominion University and is a Certified Public Accountant and was voted one of 2006's Best CPAs in Virginia.

Liz has been a board member and leader with the firms of DLA Piper LLP and McDermott, Will & Emery.

[Click here to connect with ESC.](#) To engage a consulting team go to 4org.org.

Time Management Hacks for Meetings

Google Doc, Sheets, Slides

If your team needs to prepare a document together use an open shared google platform to allow everyone to participate. This avoids multiple version of a file floating around in emails. It also prevents having a meeting where you try to stay awake while someone else adjusts formats.



Add a Call

Need something resolved quickly amongst three people? Most smartphones have the "Add a Call" feature available for free. You can quickly dial in and merge two calls to get a consensus quickly and easily.

Free Conference Call

No one likes traffic. If you need to get four or more people on the phone try Free Conference Call's application. It allows for wifi and cellular dialing in.

Group Text or Chat

Group texts or chats are ideal for three to five people with smartphones in different locations with different schedules. This works best if answering one question.

Survey Says

If you need to take a quick poll, many survey services including Survey Monkey offer a free version where you can quickly get a link to the questions you create.

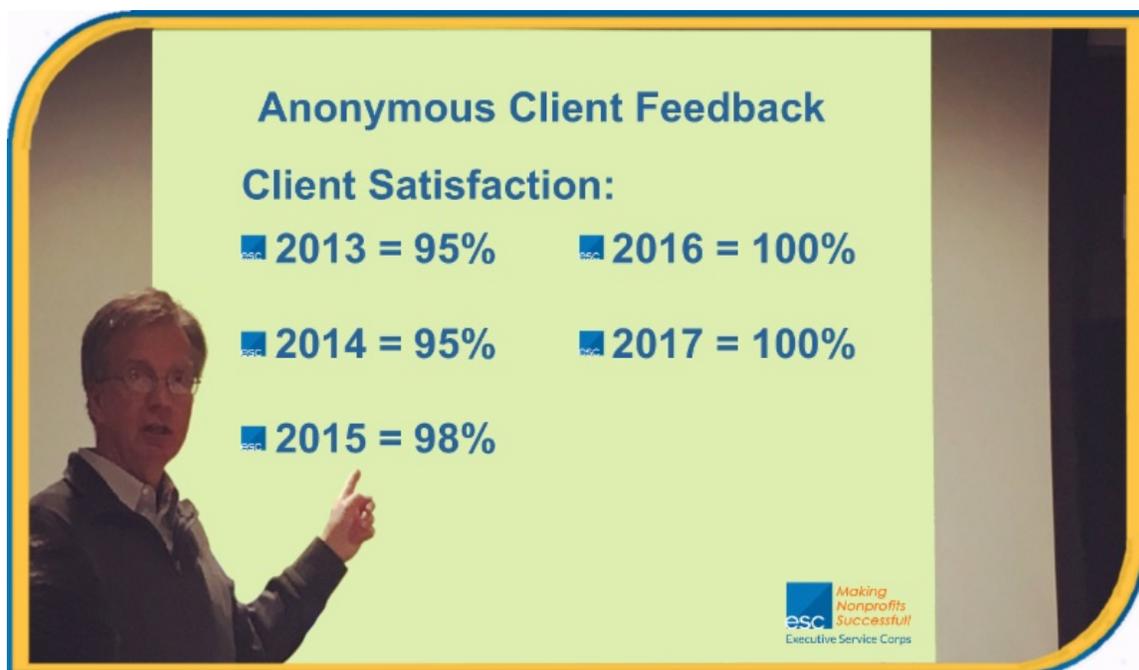
Walk it Off

If a couple of people need to discuss and decide something, perhaps a leisurely group walk around the building could do it.

X Day

Have a day a week when no one on is allowed to hold any meetings, Fridays are ideal. Being forced to have all of your meetings in the other four days a week will encourage creative thinking about if sessions are needed.

To learn more about nonprofit best practices and to work with ESC visit 4org.org.



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