

EXECUTIVE COACHING PROGRAM*

ADVANCEing Faculty Program
College of Engineering & Science
Louisiana Tech University

May 2012

* Adapted from CASE Western's ADVANCE Program

WHAT IS EXECUTIVE COACHING?

A unique professional development initiative aimed at helping women engineering and science faculty succeed.

Coaching is targeted, finite, and focused on improving current and long-term performance:

- Increase self-awareness
- Build new skills
- Encourage strategic thinking
- Engage in purposeful planning
- Empower positive change
- Enhance leadership internally and externally

OBJECTIVES OF EXECUTIVE COACHING PROGRAM

- Facilitate professional and career growth of women engineering and science faculty through a structured coaching opportunity
- Provide leadership development of women engineering and science faculty at the university
- Enhance overall recruitment, retention, and advancement of women faculty in engineering and science

EXECUTIVE COACH

- Helen W. Williams, Ph.D.
- Program Director, Cleveland Foundation
- Professional Executive Coach
 - 25 years executive and consulting experience focused on strategic planning and leadership
 - Experience coaching in academic, non-profit & corporate settings
 - Experience working with NSF ADVANCE programs
 - Doctoral degree in Organizational Behavior from Case Western, specializing in emotional intelligence and effective leadership



EXECUTIVE COACHING PROGRAM STRUCTURE

- Year long (4 sessions) program, including:
 - career visioning & goal-setting
 - career planning
 - leadership & professional development
 - academic performance issues
 - issues of work-life integration
 - professional relationship building
 - self-assessment instruments
 - 360-degree assessment of competencies (for senior women)
- Funding for up to 3 participants per year for 4 years

COMMENTS FROM WOMEN FACULTY ABOUT EXECUTIVE COACHING

“[My coach] has been a tremendous source of support and encouragement. She has done a great job assessing what my problems and weaknesses are and suggesting and encouraging ways to overcome them.” *Senior Research Associate*

“My coach has been very effective in directing me to communicate with my colleagues and chair.” *Assistant Professor*

“My coach helped me to clarify my career and life needs and goals, and helped me recognize when I was living my values and when my actions were torpedoing them. This reduced my stress level considerably and made me more effective.” *Assistant Professor*

“The coaching process helps you focus on your goals. It also helps you see the reality of your situation.” *Associate Professor*

“[My coach] gave me a different perspective of my impact and leadership.” *Professor*

OUTCOMES OF EXECUTIVE COACHING

- Clarify career goals
- Increase communication and negotiation skills
- Learn to successfully navigate institutional politics
- Gain knowledge about strengths & weaknesses and their impact
- Lower stress by having someone to talk to about professional issues
- Take actions to increase visibility and success, versus waiting for things to happen

Our Stories!

We have had a total of 6 faculty participate in the Executive Coaching Program over the last two years. Several of them have agreed to share what they gained from participating in the program!

- Katie Evans
- Jinko Kanno
- Jenna Carpenter
- Daniela Mainardi

QUESTIONS? INTERESTED?

For more information or to apply to the ADVANCEing Faculty Executive Coaching Program, please contact the OWISE Office (advance@latech.edu) or visit the ADVANCEing Faculty website at:

<http://www.advance.latech.edu>