

Executive Coaching Program*

ADVANCEing Faculty Program
College of Engineering & Science
Louisiana Tech University

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* Adapted from CASE Western's ADVANCE Program

What is Executive Coaching?

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

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

- Increasing self awareness
- Building new skills
- Encouraging strategic thinking
- Engaging in purposeful planning
- Empowering positive change
- Enhancing 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 Coaches

- 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 torpedo-ing 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

Questions?

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

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