

# Coaching & Mentor Program

## Accepting Applications for: Executive Mentors, Organizations & Students

10401 E. McDowell Mt. Ranch #2294 \* Scottsdale, AZ 85260  
Phone: 480-221-480 \* Fax: 480-219-5420 \* [drgorman@leadershipguidance.org](mailto:drgorman@leadershipguidance.org) \* [www.leadershipguidance.org](http://www.leadershipguidance.org)

### Executive Mentor/Organization

Are you or your organization willing to be a mentor and/or sponsor a student through a Coaching & Mentor program? Interested in making a Tax-Deductible Sponsorship for Students in a Coaching & Mentor program? Leadership Guidance Research Institute is an educational nonprofit 501c3.

You, your organization or perhaps another organization of your choice can sponsor coaching, mentoring and job shadowing for a specific number of hours each week during a semester of school. Students can observe and learn from you and your colleagues, gain perspectives, leadership skills, grasp performance expectations and criteria for specific positions they may want to apply for in the future, and much more. You and your organization will be providing a much needed and vastly under represented pre-requisite of MENTOR to future business and civic leaders in your community. This is also a wonderful way to educate potential future employees.

*An executive and/or an entire organization agree to "Pay it Forward" to enrich and enable a students experiences. The College student then "Pay's it Forward" to a HS student.*

We ask for a minimum of 30 hours over the 15-week semester of school. This could be in any fashion in which the college student and organization is comfortable. As an example this could be: 2 hours a week for 15 weeks, one 8 hour day per month for 4 months, or 30 hours in one week. In addition, to the mentoring the college student will also receive 5 coaching sessions with a professional coach along with 2 diagnostic intervention assessments. Further, each student has the opportunity to apply for scholarships. Each College student will provide a HS student with a minimum 10 hours of mentoring during the school semester. This maybe assisting the High School student with: homework, filling out scholarship forms and/or college applications. In addition, this may also include a visit/meeting with, the college student's executive mentor and/or mentor organization.

### Each College Student Receives

- 5 coaching sessions
- Statistically sound methods of pre-intervention Assessment/Diagnostic Instruments
- Opportunity to Apply for a Scholarship
- Minimum of 30hrs of executive and/or organizational mentor/job shadowing
- Accountable for a Minimum of 10hrs of mentoring of a High School Student

### Each HS Student Receives

- Each HS student can meet the college students Executive Mentor and/or Mentor Organization
- Minimum of 10hrs of Mentoring by a College student during the semester. Assistance with homework, projects, filling out college scholarships & college applications.

Endorsed and/or Member of:



Leadership Guidance Research Institute a (501c3) nonprofit in Alliance with Leadership Guidance LLC © 2008.

### Each Executive and/or Mentor Organization Receives

Benefit of knowing they provided a College student with insight and experiences to assist them.

- Students can observe and Learn from you and your colleagues, gain perspectives, leadership skills, grasp performance expectations and criteria for specific positions they may want to apply for in the future, and much more.
- You and your organization will be providing a much needed and under represented pre-requisite of MENTOR to future business and civic leaders in your community.
- This is also a wonderful way to educate potential future employees.
- Tax Deductible Sponsorship
- Benefit of providing funding for Student Scholarships, Coaching, & Assessments

A low cost tax-deductible sponsorship of \$650.00 is requested to cover administration, coaching sessions, diagnostic assessments, and a scholarship fund.

Enable your community and future leaders

Already, we have had a wonderful response from community colleges and high schools who, would like to have their students involved.

**Executives APPLY now!**

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Dr. Loretta Gorman, ACC has collaborated on executive leadership teams for the past 15 years. Dr. Gorman's background includes working with state administrators, municipal leaders, nonprofit boards, elected officials, corporate executives, the Legislature, and College Presidents and Deans. She is a reviewer for the Academy of Mgt., develops and designs graduate curriculum, and enjoys teaching at the graduate and undergraduate levels. She is a certified professional coach who has earned the recognition of ACC. Dr. Gorman is President of Leadership Guidance LLC and founder of the Leadership Guidance Research Institute a 501c3 Nonprofit.

# **The Return on Investment (ROI) and Leadership Coaching Study**

## **Accepting Applications for Executives, (Govt., Nonprofit & Business) & Entrepreneurs**

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### **Executives & Entrepreneurs**

We are looking for Executives (Govt., Nonprofit & Business) & Entrepreneurs who want to improve: performance, productivity, and outcomes while reaching goals, and move forward to reach their full potential. Take advantage of this offer at reduced rates to participate in “The Return on Investment (ROI) and Coaching Study.” The ROI includes both financial and performance measures of outcome effectiveness. Expect: Sustained outcomes for you and/or your organization. This intervention assists and aligns to business strategic needs rather than responding to business needs after the fact. HR and training professionals are encouraged to be involved so they may align the coaching interventions with the strategic direction of the organization. Maximize the value of the coaching intervention by targeting goals from the outset.

### **Reasons to Participate**

A professional coach can facilitate change for you and/or your organization from a current state to a desired state. The purpose of coaching is to deepen the learning and forward the action. The learning and awareness leads to impacts in performance.

#### **Measures of outcome effectiveness can include:**

Performance-Goals Reached or closer to obtaining them  
Competitive Edge  
Improved Relationship Effectiveness-Communication-Teams  
Leadership Development skills  
Self-Awareness  
Learning Styles  
Financial  
Organizational  
Developmental skills

*Portion of Proceeds go to Leadership Guidance Research Institute a 501c3 Educational Nonprofit to assist in mentorship's, coaching & scholarship*

### **Diagnostic Assessments can include:**

(LPI) Leadership Practices Inventory—360 degree feedback on your Leadership style by Kouzes & Posner- (i.e. look online current cost is 125.00 if not in this study)  
DISC/ TTI —behaviors/stress  
PIAV -personal interests, attitudes, & values  
PTSI-personal talent skills inventory  
Learning Styles  
Strengths  
Optimism  
Emotional Intelligence  
Meyers Briggs short form

These assessments can be taken on your time/leisure, are simple and take a few minutes on the Internet.

### **Time Line & Commitments-Space Limited Register Early**

Select your Choice of one of the three Study Sessions. Sign up now for the 1<sup>st</sup> session starting June 1, 2008. 2nd & 3<sup>rd</sup> Study Session dates August 4, 2008 and October 13, 2008. Discounted Price for Participants of Study: \$1500 with a portion going to Leadership Guidance Research Institute a 501c3 educational nonprofit.

### **Program Components** **Offer Includes**

- Statistically sound methods of pre-intervention assessment
- 10 Coaching Sessions
- ROI Results for you and/or your organization
- Evaluation 6 months after study
- Personal Development Plan & Vision

### **Executives APPLY now!**

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Leadership Guidance LLC provides Executive Leadership, Mentor, & Developmental Coaching & Consulting. Call or email today to find out how we can assist you in obtaining your goals.