



All is not well, is it?

You know what you want. You know what you don't want.
You know that current ways of thinking and doing are not taking you or the organization to a better place.
Ready for leadership development?
Ready for strategic, sustainable, science-based, purpose-driven, values-based change?

Let's talk about about the currency of business and everything meaningful.

Trust.

Trust is the epicenter for everything we do. No other shortcut, no other sustainable, values-based way to transition culture into this next decade.

Trust.

If we can learn to trust one another in an integral, purposeful way, we can experience unprecedented progress.

What people want more than anything else is focused attention. They want to know that their thoughts matter, that their lives matter, that they are valuable to the company for more than a warm body serving a someone else's agenda. A dream team is a dream for all, yet teamwork without trust is impossible. What makes a great team is trust and the commitment to 'better together'. This is bigger than a shared coffee break, a staff event or dubbing someone as an employee of the month. These practices are notable but need to be much more than a box that was checked.

Building trust and rebuilding broken trust has the capacity for your company to nurture high-performance teams, make lightning-fast decisions in less time with excellence, progressive growth and wisdom. Everyone benefits. **The opposite of you isn't me, it's us.** Attention and focus on building a healthy culture draws a straight line to the triple bottom line of people, profit, planet.

- People: because people matter. They are our greatest resource, ambassador and advocate.
- Profit: because our culture still requires money to live.
- Planet: because we may be the last generation to actively influence a healthier planet. And since this earth is our home, a healthier planet makes utmost sense on every level.

A focused spotlight on improving your leadership will improve the culture you influence. It is time to think differently, resolve old issues, create new patterns and exchange today's thinking for a better tomorrow.

As a leadership coach, I will support you in developing your leadership so that you can lead yourself (and others) well. Bring your own agenda.

The following topics are some of the agendas that past clients have brought to our leadership coaching partnerships:

1. Moving from an I-centric culture to a WE-centric culture
2. Establishing C.O.R.E. competencies of culture
3. The neuroscience of building and rebuilding trust in all levels of company relationships
4. Conversational Intelligence™(because everything lives in language)
5. Ensuring all elephants in the room are addressed and difficult conversations are part of the new culture DNA
6. Level 3 conversational trust dashboard
7. Emotional intelligence and agility
8. Notice & Name (& shift) Systems
9. Alignment of values and meaningful purpose for all stakeholders
10. Personal development, personal responsibility and continuous learning experiences
11. Teaching, mentoring management teams to use current coaching practices to bring out the very best in their employees (including current neuroscience tips for improving high-engagement and high-performance teams)
12. Improving the triple bottom line

I-cultures can bring short-term transactional progress and thin benefits. Values-based companies of effective teams always outperform the competition. We-cultures bring transformational progress (sustainable, relational, meaningful and a whole lot of fun).

We-cultures are about winning in what matters.

You win - your company wins - your relationships win – your legacy wins - the world wins.

Who benefits from working with a leadership coach?

1. Individuals, businesses and organizations that experience a plateau or decline in growth, have experienced loss/pain and are willing to reach for the win/gain differently rather than continuing the same-old practices.
2. Leaders, managers, supervisors, visionary individuals who want to be influencers of a meaningful culture change that brings progress in this world.
3. Any human being, with or without a title, who believes in respect, collaboration, diversity and integration and human dignity for all. Any human being who wants their life to count in ways that help others make their lives count. And maybe they want to experience happiness and laughter in the process.

If you are ready and willing to lead yourself well in your leadership growth, let's connect soon. Phone me at 250.808.5654 or email me at lorraine@lorrainerichmond.com.

Personal Mission Statement: to inspire, influence and equip the context of a meaningful culture change where the values and purpose of all people matter, so *that* our world is a better place for all humans in this generation and the generations to come.

Values: purpose, collaboration, freedom, growth, creativity, belonging to healthy communities of healthy individuals who honour complexity while navigating toward the greater good

Strengths: strategic, connector, achiever, relator, input/output

Message: All people matter. Trust, core values and meaningful purpose are non-negotiable in the short-term and in the long-term. We are better together when partnered with others who uphold human dignity for all. We are here to not only live the length of life but to live the width as well. We are here to serve the world with our unique gifts, talents, wounds and stories so that others may thrive and carry their unique contributions and service forward to create a better world for all.

Random Trivia: 75% extrovert and 25% introvert, keen to learn continuously, enjoy my work and be productive with a life that works, a farmer's daughter turned grower-of-human capacity, adore my family, find it exhilarating to meet new people and engage in meaningful conversations, ever-curious, open to change, ever-conscious of alignment of cognitive, emotional, intellectual and spiritual growth, credentialed with the ICF global premier credentialing for life coaches and currently working on master level (almost there), a warrior for genuine trust, fueled by purpose and lit by passion, believe in structured and productive disagreement that is mutually respectful, courageous protector of human dignity, agent of non-status quo, open to failed attempts, paradoxologist, believer in power of authentic leadership presence, pretense disrupter, believe in giving and receiving accountability, have inner peace, embrace complexity, immensely curious, hold personal boundaries of wholeness, and jazzed to belong to a tribe of people who are working towards more of what matters for the long game.