



COACHING FOR LEADERSHIP AND COLLABORATIVE EXCELLENCE

As you plan for robust business and culture growth, deliberately growing your *leadership culture* is one of your most valuable long-term plays. It impacts business performance and competitive advantage as well as interpersonal resonance, resilience and satisfaction. Let's find out what that could mean for you!

Who and what are you counting on now to “drive change” in your organization?

Essentially, you need to stay ahead of accelerating waves of complexity and change, within and beyond your organization. As your ally, I bring 20 years of experience providing guidance to accomplished business owners, senior leaders and knowledge professionals for transformational leadership, collaboration and sustainable growth. Appreciating that you understand your business better than anyone, I'll help you draw forth the creative initiative and wisdom of your team to grow in leadership together. Together, we can

- Leverage ways your leaders already naturally enable your organization to evolve and change by design
- Discover what impedes or stops your healthy growth and build capacity for needed shifts.

GROWTH BY DESIGN™ - THE BIGGER PICTURE

You grow by challenging your culture, appealing to its deeper values, its “better self.” You and your leaders are under pressure to make decisions and provide results for issues with varying levels of adversity, complexity, and uncertainty. Meaningful, durable change requires an integrated approach that considers individual, collective and systemic elements. Reaching a next level of effectiveness means upgrading your internal operating system. You learn and co-create to increase your resilience as you face the unknown. With a living systems perspective we address challenges and opportunities with a focus on leverage. We attend to the interplay between intention and impact.

- **LEADER EFFECTIVENESS:**
Individual coaching for leadership & professional development
- **COLLABORATIVE EFFECTIVENESS:**
Group coaching; meeting & offsite design & facilitation
- **ECOSYSTEM GROWTH:**
Facilitated processes for strategic engagement, systemic inquiry & learning



As you grow, what do you need to replicate, add or let go of to stay agile, adaptive and resourceful?

Our work together is designed to catalyze transformation. That's means more than acquiring new information or skill. As you "retool on the run," something new emerges in how you function, find meaning and take action. Transition necessary for transformation is an internal, developmental process. Five real and measurable costs of not managing transition effectively are guilt, resentment, anxiety, self-absorption, and stress. You can up-regulate what happens and, instead, invite renewal and innovative opportunity.

OPTIONS FOR GETTING STARTED

Depending on your needs and desired outcomes, we combine individual coaching, group coaching and facilitated processes for strategic engagement, systemic inquiry and learning. A distinguishing feature of my work is an emphasis on applied neuroscience, language as action, and embodied learning and practice.

The first part of any project is to

- Understand where you are and what you need – pain points, missing conversations and new possibilities
- Explore and prioritize options for addressing those needs
- Agree on action steps.

People support what they co-create, so we take an integrative and collaborative approach during each phase of a project life cycle. The evolving dialog encourages innovative thinking, greater conversational intelligence, coordinated decision-making, and interpersonal trust.

Imagine working with high levels of complexity and uncertainty in ways that more fully engage people's resourcefulness while sustaining high levels of performance, wellbeing and satisfaction. ...

LEADER EFFECTIVENESS – *Individual coaching for leadership & professional development*

Coaching programs are designed to develop more effective, reflective, competency-based leadership. Taking a *developmental lens* to leadership, you remove bottlenecks and system constriction while becoming more adaptive addressing complex issues. Individuals gain awareness and new choices for:

- Augmenting individual *technical excellence* with leadership competencies and practices essential for high-performing teams and personal wellbeing
- Appreciating how their leadership practices impact the *leadership culture* you experience and want
- Cultivating a next level of leadership mastery, respectful of *individual choice and diversity*.

May include *The Leadership Circle Profile* (360° leadership development survey) as well as assessments such as C-IQ Catalyst, MBTI, FIRO-B, CVI, etc.



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Beata C. Lewis, JD, MSC, Executive Coach & Change Consultant

P.O. Box 3146, Sausalito, California 94966 T: 415 332 8338 E: Beata@BridgingLives.com W: www.BridgingLives.com

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COLLABORATIVE EFFECTIVENESS – *Group coaching, meeting & offsite design & facilitation*

A “group” can be two or more people. We focus on issues, dynamics and resources within the group’s control, plus realistic opportunities to influence the larger organization. Typical focus areas include:

- Improved communications and constructive use of conflict
- Collaborating under pressure while building and restoring trust
- Generative ways to deal with change and uncertainty
- Integrating emotional, somatic and conversational intelligence for higher performance
- Taking advantage of and complementing individual and group diversity

May include *The Leadership Circle – Culture Survey*.

ECOSYSTEM GROWTH – *Facilitated processes for strategic engagement, systemic inquiry & learning*

Meaningful ecosystem growth engages people to be more strategic, co-creative and generative. Here we use systemic inquiry, tools and methodologies to understand, cultivate and leverage the “wisdom of the group.”

May include use of *WindTunneling*.

ABOUT BEATA LEWIS, JD, MSC

Beata Lewis, owner of Bridging Lives, is dedicated to living into a new story in which we thrive together. She brings 20 years of experience providing guidance to accomplished business owners, senior leaders and knowledge professionals for transformational leadership, collaboration and sustainable growth. As an Executive Coach and Change Consultant – with a specialization as a Master Somatic Coach – Beata loves helping accomplished professionals and social venture entrepreneurs grow into their authentic leadership with greater trust, presence and capacity for powerful, mutually enriching partnership. A mediator and former attorney, she is an insightful ally when you need to co-create generative solutions for complex situations and interpersonal dynamics. Beata served as adjunct faculty and mentor to students with the Green MBA Program at Dominican University of California (2008-2015), teaching communication skills and organizational behavior for business transformation. Development of specialized expertise and programs for women scientists leading in industry and academia began with her 2003 qualitative study – *The Feminine Face of Leadership in Science*. A member of the Strozzi Institute Teacher Training Program, Beata has been certified since 2004 as a Master Somatic Coach™. With a BA, *cum laude*, in International Relations from Pomona College and JD (*juris doctor*) from the University of Texas at Austin School of Law, Beata also holds certifications for leading-edge methodologies, including *The Leadership Circle*®, *Conversational Intelligence*®, the *Reina Trust & Betrayal Model*™, and *WindTunneling*.



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