

COACHING CLARION

Career and business coaching is now available to all levels of business and non-profit leadership.

Everyone needs a coach and now you can afford one.

www.troveinc.com

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A SEASONAL NEWSLETTER

WINTER

EXECUTIVE COACHING

Leadership can be learned & a leader can improve core competencies. Trove uses development plans, assessments, real-time observations and other techniques to bring holistic improvement to the leader. World-class organizations have used our services.

BUSINESS COACHING

Business coaching includes analyses, team assessments and other matrices to provide business improvement.



CAREER COACHING

Most of us at some point in our career need a recalibration. In this job market only the best of the best get the opportunities. Trove Coaches use assessments, development plans and even "mock interview" coaching techniques. Let's get started!

LIFE COACHING

Do you just need an unbiased alliance partner? Do you really need some accountability?

TRAINING

We customize your training to meet specific needs & outcomes. Our workshops have strong concepts with flexible delivery length.



TEAM RETREATS

You set the agenda to accomplish the team's outcomes, we provide activities & content!



Let's Get Started!!

The former client reminded me that, "That one session made the difference in not only saving the company but thriving!"

LET'S GET STARTED! Our services are practical, world-class and affordable. How can all three of those things be true? Trove, Inc. has learned to adjust and to predict that any client engagement can be unpredictable! We want your outcome plans to be practical and achievable; quickly. We have worked and are working with world-class companies. Our techniques; coaching & training, are proven with the world's best. Affordable? Trove has several pricing plans. We WILL find one that works for you and your company. Just ask us.

Goals Only Count When Actionable

You, as an individual, can only grow to become what you can define as a goal. We say: If you can



design it, then, define it, you can defend it! Let our Trove Coaches & Consultants help you & your team, or, company get "dialed in" to your best outcomes. We are ready to GET STARTED! A phone discovery session does not cost you a penny, and, we may begin to discover your idea outcomes. **Let's set up a call this week.** Email me at: rforbus@troveinc.com to get a discovery call set up. Visit www.troveinc.com for more about Trove, Inc.

An Article for Your 2013 Goal Keeping

<http://rforbus.wordpress.com/2013/01/01/stop-the-madnessfollow-through/>

Hopefully, the above link to an article on Follow Through will be helpful for you and your team. Nothing matters if our goals aren't sustainable. Goals are just tidy lists unless we all follow through with actions. **Will this year be different for you and your business or organizational team?**

Let Trove, Inc. coaches and consultants help you get ideas into actionable outcomes! Email us: rforbus@troveinc.com

Trove, Inc.

- Executive, career & business coaching
- Professional Training
- Retreats & Off-sites
- Keynote Speeches
- Group Strategy Sessions
- Consulting Services

The Executive Coaching Industry

Trove Coaches adhere to the ethics and philosophy of ICF (International Coaching Federation). ICF drives the standards of the coaching industry globally. The Core Competencies of ICF are: setting the foundation, co-creating the relationship, communicating effectively and facilitating learning and results. Trove Coaches use these competency guidelines in our sessions to ensure results!

COACHING

Even though the profession of executive coaching has been around for several decades now, we still find it hard, at times, to explain what it really is to the interested inquirer. Some who have not experienced coaching and only heard someone share their understanding of it can be unclear of the power of executive coaching.

As a matter of fact, until I had a coach did the clarity begin for me. So, these unclear

perceptions led us to write about coaching.

IN-PERSON

As a leader or manager begins to set goals and the coaching conversations open up in honest and transparent avenues, a determination is made, usually in the moment, where this conversation needs to go and which of the methods of delivery are used. Does this client need a coaching “ear” or a consulting “ear?”

BREAKTHROUGHS

Sometimes it feels like the client and coach just

jumped out of an aircraft without a parachute. We do not know how this is going to land, but it really seems fun and exhilarating at the moment. Major breakthroughs seem to happen in these times. Total life-shifts have occurred outside of the predetermined professional development plan.

YOU'RE NOT ALONE

Most executives, vice-presidents, directors, managers and team leaders can experience a sense of isolation without

some accountability and someone to have an honest discussion regarding their work. When coaching is delivered properly, it is honest, revealing and in alliance with the leader-client. Without an unbiased, nonpolitical and untainted viewpoint, such as a professional coach can bring, the leader can feel secluded and unaided pretty quickly. Most of our clients, after a few sessions, and when honesty and trust have been established, are eager to meet and share the

ongoing context of their challenges and work. Coaching helps!

QUOTES ABOUT COACHING

Who exactly seeks out a coach, winners who want more out of life. – Chicago Tribune

In a recent study, training alone improved leadership skills by 22%. When combined with Executive coaching, improvement jumps to 77%.–Unknown The benefits of coaching appear to win over even the most cynical clients within a few just weeks. – Money

ALTRUISTIC: Trove's Way of Thinking

Trove was formed around the principle of “helping others.” Of course, we coach because we sense we are “called” to help others find their best versions: individually or corporately. But, Trove, Inc. became a consultancy because we each believe we are “on the planet” to change our world for the better. The Trove Principals, Partners, even our great support team members, are involved in endeavors to serve in their communities and around the world.



Whether it is in Russia, Thailand or in a domestic humanitarian project, Trove acts upon the belief that others-thinking empowers us. All around us are ego-centric people driven to serve their own selfish goals. It is the way our world is, right? Of course, Trove doesn't think a company like ours can change this attitude worldwide. We do think each day, each client, each volunteered benevolent action, may make a difference. We want to leave a positive footprint in our world. We coach our clients to at least consider their legacy. Legacy living begins now. **Who are you being while you are doing what you are doing?**

Is this the year you begin a journey of holistic living? Of course, your professional development is important. We coach executives, directors and managers to perform better. We coach company teams to achieve better profitability and effectiveness. However, people with strong balance in their lives seem to fare well in professional and personal challenges. Why not get started on a journey that is others-oriented? It could be that you find a better version of yourself along the way.

Trove, Inc.

TROVE integrates the disciplines of clinical psychology, executive coaching, organizational development and effectiveness, professional training and management consulting resulting in a holistic approach that creates improvements that last.

Contact Us to Get Started:

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