Welcome to another edition of our quarterly publication. We hope you find its contents thought provoking and insightful. As Winter quickly approaches, please remember that Sherpas know how to stay warm and will always save you a spot next to the fire.

Thanks,
Ian Lindsay McAfee
Media Director
Sherpa Coaching

How do you get the most out of your network? Three simple steps: Get up. Show up. Follow up. When it comes to success in your career, opening yourself up to opportunity is half the battle. The simple act of allowing yourself a chance to 'network' will result in plentiful opportunities. Never underestimate the value of showing up, being friendly, and building rapport.

Brenda Corbett and Judy Colemon, leading educators in executive coaching, talk about the state of mind that creates great coaching and great results for clients. Their Sherpa process is based on the role played by Himalayan guides taking clients to the summit.

In Houston, Texas, two men become the first father and son certified Sherpa coaches. However, they aren’t the only two to set an remarkable first - a married couple also became the first husband and wife Sherpas.
These three keys will take you to the next level of networking:

1. **Get Up**

   Networking is really about your mind-set. Developing your ability to realize opportunities is fundamental to building alliances, finding clients, and becoming a success. Start every day with the purpose of recognizing opportunities and you will find more than you can imagine. Remember that networking is ‘all about them’ - not you – and you will be well prepared to begin seizing every opportunity that arises. Start every day with a positive and purposeful attitude and you will be well on your way to success.

2. **Show Up**

   Don’t just network at the Chamber of Commerce meetings, or the obvious, convenient places. Challenge yourself to take the ‘Show Up’ aspect seriously by finding new places to explore opportunity, outside of your company and within it. Explore every avenue available to you. The old saying: “If you want to catch fish, go to the river.” is still true. If you want to mingle with a certain kind of person, go to seminars and special events designed for those people – they are everywhere.

   Don’t overlook the assets sitting right on your own front porch. Consider people within your own group of friends or family by networking. Let’s say you have been trying for months to ‘get in the door’ at ABC Company with no success. One day, while chatting over tea with your tennis partner, you find out that her brother-in-law is their VP of Purchasing. Finding this opportunity could result in some serious business for you.
3. Follow Up

Once you’ve seized the opportunity to network, it is your responsibility to turn potential into reality. Don’t drop the ball late in the game. Take the time to understand the appropriate way to follow through with your contacts. Remember that speed and commitment are the keys. Be clear about your position, your needs, and what opportunities exist for a mutually beneficial relationship. Set up a meeting immediately to lock down the details and pursue your professional relationship.

By greeting each day with the right attitude, being available at every opportunity to network, and following up with an assertive proposal, you can guarantee that success is in your hands. Work with these three simple keys in mind and you can be sure that no opportunity will slip through your fingers.

Patricia Gardner is the Director of Executive Programs at Sherpa Coaching, and author of: The Million Dollar Sale (McGraw-Hill). She can be reached at (513) 232-0002, or at pat@sherpacoaching.com.

Who We Are:
Headquartered in Cincinnati, Ohio, USA, Sherpa Coaching is home to world-leading educators and researchers in executive coaching. We have trained and certified executive coaches since 2004. We provide coaching services through a global network, and offer workshops and training programs to refine leadership skills.

Sherpa Executive Coaching Certification
Howard University, Washington DC

Spring 2013:
March 4-8 and April 22-25, 2013

Call Kim Wells, Director
202.806.1610

University of Georgia
Spring 2013:
March 18-22 and April 29 - May 2, 2013

Fall 2013:
October 7-11 and November 11-14, 2013

Our featured program, on campus at the University of Georgia, Athens.
Tuition $8,950. Residential program, all inclusive.

Call Pam Bracken, Director
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Details at sherpacoaching.com

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Defining Coaching (Cont.)

Brenda: A definition of coaching? Facilitated, one-on-one meetings, dealing with business behavior...I think the biggest issue in our definition is the fixed time frame. It's just become almost impossible with executives. I think if you are an internal coach with internal clients who don't travel, it is a real possibility.

Judy: “In a fixed timeframe” is a problem with high level VPs or CEOs.

Brenda: So do we wish we could meet an executive across the table from us once a week on Mondays at 9am? It would be ideal. And get him totally concentrated working in that hour? Yes. Is it possible? No. Our definition is dead on…a fixed time frame is dead on…but the extenuating circumstances make it difficult.

Judy: It's just different, how we get there. I guess that’s what I was thinking about because we did have the situation where you met somebody on the same day every week at the same time. It made the process easier.

Brenda: It totally made it easy.

Judy: And now, the experience has prepared us to now deal with senior executives where you know, they are all around the world literally.

Brenda: Yeah, this is a perfect example. One of my VPs at a Fortune 500 company came to our session and said: “I have these four questions and if I don't get them answered, I don't know if can go on.” Guess what? I wasn't planning on doing those four questions that day. And I had to. He was ready and willing to learn the concept of what to own and what not to own. He needed to understand that concept and I could not go back to my process that day.

Judy: When talking about the traits of a good coach, believability and trustworthiness is a part of that list; when people have things that they need to talk about right
now, whatever that is, a part of your own credibility and trustworthiness is to deal with that. You can’t move that out of the way.

Interviewer: Right.

Brenda: It just doesn’t work that way.

Judy: The content is driven by the client.

Brenda: For years and years, Judy and I worked every day together. Now, we don’t see each other as much. We’re still living parallel lives but we’ve grown together as coaches. We’re still dealing with the same issues on another level. Now we’re both dealing with people who can’t control their time and we’re dealing with a whole other level of obstacles. I mean, it is amazing to me how often we tell stories that are so parallel.

Judy: Yeah.

Brenda: Totally different clients, different places, different companies, but all similar. So we are still really following the process. Process is the other part of coaching. We’re obsessed with the process because we can’t bring it as fast as we wanted to. We bring it in as often as we can so we’re keeping this process front and center. I honestly just had this revelation yesterday.

Judy: Once you achieve trustworthiness with an executive, you are always trusted and the fixed time frame is still very much present.

Brenda: We’re there for life.

Judy: Yeah, you are. I mean we say that we’re coaches for life. We mean that. We’ve never had anyone abuse that.

Brenda: I’m working with the Director of Finance, the VP of Finance, multi-million dollar company, and he is not understood well by his people, by his direct reports. After he goes “big picture”, then he goes into the minutia. People don’t hear him, or they think he’s too involved or too nitpicky. There’s a bunch of different things that happen with this guy. I mean really, from the “big picture” extreme to the “too much detail extreme” But I challenged him and I said to him: “I would like you to call yourself something that would explain your role with your direct reports.”
Okay? And I’ve never asked this question of anybody in my life. And he said to me, “They don’t get it. I’m a truth seeker.”

“I’m a truth seeker. I’m just trying to find truth in finance for their lives.”

And I said, “Have you told them that?” Oh, I got goose bumps again. “Have you told them that?” Call it what it is because he’s so complex in his words. Could you say that to your people?

He said, “Absolutely.”

It was such a moment.

Judith Colemon Kinbrew is President and Brenda Corbett Vice President at Sherpa Coaching in Cincinnati, Ohio, USA. They train and certify executive coaches at major universities, including the University of Georgia, Howard University, Texas Christian, and Miami of Ohio. They can be reached at (513) 232-0002 or execed@sherpacoaching.com. Complete reports based on seven years of coaching research are available, a free download at sherpacoaching.com
Father/Son, Husband/Wife

(Cont.)

A few years back, Houston resident Greg Metcalf was certified as a Sherpa Executive Coach at Texas Christian University. This week, his son Neil joins him in the ranks of Sherpa coaches. At the same time, Ash Kumar, a Houston entrepreneur and philanthropist, and his wife Irmila are completing the Sherpa certification, with plans to offer coaching services in Africa, through their charity called ‘Toto Aid’.

Brenda Corbett, founder of Sherpa Coaching, and the author of the class text, says: “There is something special happening in Houston. We are thrilled to have Greg Metcalf’s son join our ranks as a Certified Sherpa Coach. We have never had a father and son team, certified and working together as executive coaches. Ash and Urmila Kumar are another first, a husband and wife team. They will be traveling the world, offering coaching services for charity.

Sherpa Coaching is a leading organization in the training and certification of executive coaches worldwide. They also conduct the world’s longest-running research, an annual survey on executive coaching and leadership that launched in 2005.