



Brighter Strategies Coaching

Coaching is a creative, inquiry-based approach to personal and professional development. The coaching process is a partnership that helps leaders, and potential leaders, create awareness, generate action, and facilitate learning and growth. The Brighter Strategies coaching team focuses on improving performance and effectiveness by helping individuals to develop and sustain new perspectives, attitudes, skills and behaviors.

Coaching Services

We offer coaching in 6-month increments. The first meeting can be either face-to-face or via video conferencing, while subsequent meetings are via video conferencing or phone. Throughout the duration of the global health crisis, all of our coaching engagements will be facilitated virtually. Coaching sessions are typically every 10-12 days, but can be more frequent depending on the needs of the client.

Pricing

- \$1,500/month for 6 months = \$9,000 + if the first meeting is face-to-face then travel time and costs (such as flight, hotel, rental car, meals) would be added, if needed
- We also offer an optional self-assessment (and or 360 assessment) and virtual debrief as a way to “kick-off” the coaching process = \$1,350 (optional add-on service)

The Coaching Process

Our coaching engagements are designed to meet the diverse needs of the client. The steps outlined here summarize a typical coaching engagement.

1. Initial Meeting is held with Leader and Coach:

- Identify coaching goals and create a coaching development plan
- Specify measurable outcomes for the engagement as a whole
- Clarify coaching process and expectations

2. Exploration and Assessment

- Deeper dive conversations to explore client goals
- Administration and evaluations of skills/leadership assessments (to be determined by coach and coachee)
- Debrief conversation to explore assessment outcomes
- Optional check-in with organizational sponsor/s and/or HR, if so desired

3. Solidification of Coaching Objectives

- Employee and Coach have coaching sessions focused coaching objectives
- Cultivation of the identified coaching goals and development plan
- Enhance self-awareness and management, social awareness and social management skills
- Learn through the self-exploration and probing of the leader's experiences; assist the leader in applying lessons learned through coaching, including providing best practices, readings, tools, etc.

4. Wrap-Up one-hour Coaching Progress Meeting with Leader

- Review progress on coaching goals and development plan
- Identify ways for the coached leader to continue their growth
- Determine if additional coaching is desired
- Optional: an HR representative may be included in this meeting, if desired

Our Coaches

Brenda Harrington is an experienced leadership coach and leadership development facilitator who helps clients cultivate professional qualities and habits that are most critical to their individual and organizational success.

She works with individuals and teams within organizations, and as part of sector-specific learning cohorts. Her experience includes working with leaders in private, public, government (Federal and local), non-profit, intergovernmental, and humanitarian organizations. A certified Global Mindset facilitator, Brenda works effectively with leaders in international and culturally diverse settings to help them maximize their capacity for influence with people who are different from themselves.

At the core of Brenda's approach to coaching is an allegiance to authenticity for clients and for herself. She helps clients find their way to their personal leadership style, premised on their unique characteristics and capabilities. Brenda believes that when clients become more self-aware and develop confidence in who they are, they expand their capacity to develop sustainable habits that inform their ability to achieve individual and organizational success.

Learn more about Brenda here: <https://www.brighterstrategies.com/about/our-team/#Brenda>

Kaye Monroe has been providing professional coaching, consulting and program creation services for over 25 years. She is known for her ability to consistently demonstrate passion and proficiency in coaching. Among her greatest attributes is her ability to understand the multitude of challenges faced by professional and emerging leaders, and to offer practical solutions that are pivotal to successful performance.

As a proven strategist, Kaye's professional clientele and experience includes service to the Commonwealth of Virginia, Virginia Commonwealth University Institute Social Services training activities, University of Virginia School of professional studies, Virginia Community College Office of Continuing Education and local Office of Economic development. In civic engagement, she serves as Executive Vice Chair for the Charlottesville Chamber Minority Business Alliance and Board member for the Charlottesville Minority Business Commission.

Kaye is a graduate of Old Dominion University Communication and Humans Services programs, Life forming Coaching Institute, University of Virginia Graduate Workforce development programs, along with credentialing from the Virginia Governor's Workforce Council.

Learn more about Kaye here: <https://www.brighterstrategies.com/about/our-team/#Kaye>

Jennifer Till has demonstrated abilities and experience in leadership development, coaching, and facilitation for business, government, and non-profit sectors. She has successfully developed planning, marketing and operating programs for many industries including health care, manufacturing, and publishing. She managed the turn-around of an electronics manufacturing plant, including ISO 9000

Certification utilizing the Baldrige Criteria for Performance Excellence and TQI process management. Jennifer brings her business acumen and strong training and development skills to clients to create an environment of excellence and to help them maintain focus and direction while increasing productivity and efficiency.

Jennifer weaves her professional and personal experience into her results-oriented business practice, working primarily with executives who are looking to become more effective at work while reducing stress and finding balance and focus in their lives as well as lead their teams to higher levels of performance.

Using humor with her high-energy yet caring approach, to get results, Jennifer has been coaching and training for over ten years. She is certified in various assessment and developmental tools including DISC, Belbin Team Profiles, Attribute Index, Values, Index and RAC Leadership development curriculum. She is a highly effective facilitator and is highly effective in working with group dynamics. She has developed curriculum for team chartering, high performance teams, conflict resolution, and highly effective communication for all organizational levels.

Learn more about Jennifer here: <https://www.brighterstrategies.com/about/our-team/#Jennifer>

Randall Thacker is an experienced leadership and team coach, trainer, meeting and retreat facilitator, and strategic planning consultant who thrives on helping leaders and organizations grow and achieve business results.

He has worked with hundreds of leaders of businesses, government, and non-profit organizations throughout the United States, Latin America, Europe, Africa and the Middle East. He is known for his strong ability to facilitate individual leadership growth, and greater leadership team integration across functions, geographies and cultures. He is fluent in Spanish and has a working knowledge of Portuguese. Randall has experience working with individuals from a variety of cultures, ethnicities, and nationalities.

Randall's approach is to partner with clients to create self-sustaining organizational and leadership growth by focusing on building awareness, clarity of purpose, defining one's leadership and organizational vision and then increasing one's capacity to act in ways that lead to the fulfillment of that vision.

Clients recognize Randall as a "powerful collaborator," "an excellent coach," and one who "helps us make something happen!"

Learn more about Randall here: <https://www.brighterstrategies.com/about/our-team/#Randall>