



Work In Progress Coaching helps individuals, teams and organizations unleash potential and achieve both personal and corporate objectives for growth and innovation. We focus development efforts exactly where they will produce breakthrough results and teach people how to sustain new levels of performance for their future and the future of their organization.

**Everyone has potential – accessing it is the key.** Accessing potential allows people to powerfully design their future and make the maximum contribution to their team and organization. People accessing their potential are more satisfied, more alive, work with a renewed sense of purpose, and produce extraordinary results.

**Everyone benefits.**

- **Individuals** gain clarity, direction, self-reliance, remove self-imposed limitations, stretch beyond comfort zones to new levels of performance and satisfaction
- **Teams** remove internal obstacles that keep results at a mediocre level, respond effectively to setbacks and seize new opportunities to deliver breakthrough results
- **Organizational Managers and Leaders** learn how to create an environment that unblocks potential and leverages the talent within

### Work In Progress Coaching Programs

**Performance is personal.** Regardless of your role – CEO, manager or entrepreneur – it's up to you to perform. Our programs increase your performance levels by focusing the natural energy of your core values and aspirations into actions that break through the unconscious habits that limit your potential. We offer:

#### Personal Performance Coaching for Individuals

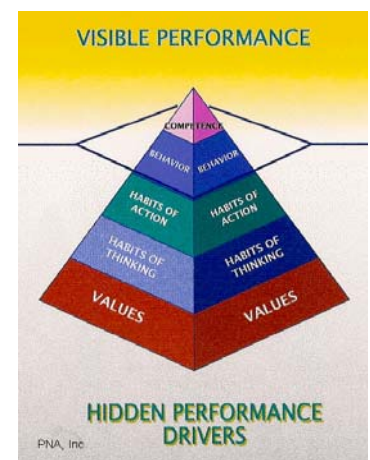
- Develop hidden potential and natural talents
- Take on new accountabilities with confidence
- Design an energizing development path

#### Leadership Coaching for Managers & Executives

- Clarify where talent exists, develop and retain it
- Reduce the stress of leading and managing others
- Increase effectiveness in dealing with organizational transitions
- Create cultures that empower talent and innovation

#### Team Coaching for Project & Cross-functional Teams

- Deliver business-critical results and reduce burn-out
- Effectively deal with setbacks, disruptive change, new opportunities
- Create an environment of communication, partnership and productivity



**What is it costing you not to perform at your best, to not enjoy what you are doing?** Every program produces quantifiable business results and lasting, personal change. Our commitment is to empower you to design a work life that rewards you with breakthrough results and extraordinary satisfaction.

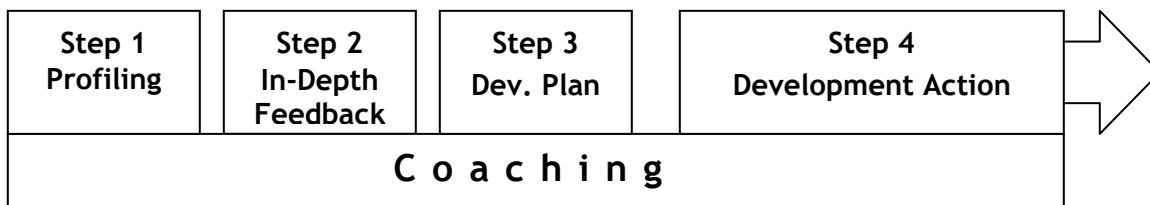


## Our Approach

**Values-in-Action™ approach** is based on the premise that when actions are aligned with core values – the values that energize and motivate – performance and satisfaction increase. Misalignment of values often reveals itself in friction and uncertainty, both detriments to performance and satisfaction.

**Designed to produce measurable results and develop new skills**, we begin our confidential process by profiling values. Understanding the power of values is indispensable for any process of development and change.

NetTPS™, a web-based diagnostic system, quickly facilitates the alignment process by identifying the unconscious or undistinguished values and habits that restrict potential. Once these aspects are understood, working with them creates a new platform for performance.



Potentials only exist as possibilities and must be realized through action. Putting new learning into practice is essential, and using natural strengths to go beyond current comfort zones creates success. Throughout the entire process, expert coaching monitors progress, records accomplishments and provides the support to achieve significant ROI.

Habits limit our possibilities, constrain our actions.  
Reawakening conscious choice gives us access to our potential.

Today's business climate is unpredictable and more challenging than ever. Tomorrow's forecast: More of the same. Let's explore how working together can help you accomplish what's critical to you and your organization. Please contact Camille Smith: 831) 685-1480 or [Camille@wipcoaching.com](mailto:Camille@wipcoaching.com). Please visit [www.wipcoaching.com](http://www.wipcoaching.com) for more information.

*About the founder. Ms. Camille Smith is the founder of Work In Progress Coaching and a certified solutions provider for NetTPS. Ms. Smith has extensive experience as a change agent and coach working at the individual and organizational level in F1000 companies, as well as experience in operational management and small business consulting. She has worked in line and staff management for startups and global corporations.*

*About NetTPS™. NetTPS is a web-based, interactive organizational development system developed by PNA, Inc. PNA provides The Potentia System (TPS), a qualitative diagnostic approach that produces a clear picture of potential in individuals, teams and organizations. The techniques of TPS have been in development and use for more than 15 years. Clients include Accenture, Agilent, BP Amoco, Internet Capital Group, People's Energy, Nortel Networks, Reuters, Shell and others.*

