



Transforming potential into results

Are you concerned with . . .

- Attracting, developing, retaining talent?
- Increasing innovation, creativity, morale?
- Leveraging strengths of a multi-generational workforce?
- Down-sizing, up-sizing, right-sizing your organization?
- Creating an environment of accountability, authenticity, results?
- What the future holds for you and your organization?



Having concerns is part of being in business. Being stopped by them doesn't have to be. A leader's role is to create challenging, inspiring visions and to resource people to achieve them in the face of constant change and unpredictable circumstances. To do this, an effective leader pays attention to both sides of the business performance coin: the *what* side (profit, quality, shareholder value) and the *how* side (the effectiveness with which people work together).

Work In Progress Coaching Approach: A Transformational Change Process that Works

We understand what it takes to change at the individual, team and organizational levels. It isn't easy, it doesn't happen overnight and it's required in today's constantly changing business environment. Because being adaptable, innovative and flexible is not a one-time event, but an ongoing, best practice, every Work In Progress Coaching engagement is designed to transfer knowledge and teach the skills needed to continue to generate new levels of thinking and produce results beyond what's predictable after we leave.

Transformation happens in an instant. Change takes a little longer. *(Classic example: When two people utter "I do", they transform two individual worlds into one and begin the process to fulfill their promises. A key milestone in this change process is marked by the phrase "the honeymoon is over".)*

Transformation occurs the moment a new possibility is committed to. To achieve the new possibility, the current status quo must be redesigned. This requires new levels of communication and relationship, transparency and trust. Our training coupled with our high impact coaching provides the structure for you to successfully fulfill your commitments, delivering business results as you expand your leadership.



Fulcrum = Coaching

Training can improve performance by 22%.
Training accompanied by coaching can
improve performance by 88%.
The International Personal Management Association, 2006



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We believe ...

Leadership resides in relationships, not in titles. Authentic leadership requires being accountable, stepping outside the comfort of the past, acting consistent with commitments, even when you don't feel like it or think no one's looking. We link coaching directly to identified business and organizational needs. Plans are practical and payoffs are tangible for both the individual and the organization.

Relationships are the foundation for results. The more people trust each other, the greater results produced, and the more satisfied they are in the process of working together.

Talent allocation is a critical management skill. Many performance problems and missed opportunities can be traced to poor use of people. Our role profiling process clarifies requirements and expectations and enables managers to create the best person-to-role fit.

Context shapes actions and makes the difference between success and failure. Expert facilitating encourages participation, keeps conversation on track and relevant, effectively handles breakdowns and supports the group to reach aligned upon goals.

We offer ...

Leadership Development & Coaching

Team Building

Role Profiling

Strategic Conversation Facilitation

Offerings

	<i>Individual</i>	<i>Team *</i>	<i>Organization</i>
Customized Leadership Development Programs & Coaching	✓	✓	
Transitioning to Leadership Program: How to Effectively Move Millennials into Leadership Roles		✓	✓
Team Building: Experiential Learning (including Ropes Courses)		✓	✓
Role Profiling: Improving Performance by Understanding Performance Styles® & Ambitions (DISC + Business Ambitions®)	✓	✓	✓
Improving Performance by Understanding Values	✓	✓	
Communication Workshop: Effectively Handling Conflict (TKI®)	✓	✓	
Art of Accountability: Creating a Productive and Satisfying Environment	✓	✓	
Curing the Five Dysfunctions of a Team Workshop		✓	
Team Management: Mastering Soft Skills to Produce Hard Results		✓	

* Team offerings can be rolled out to the entire organization.

Through our network of strategic partners, we provide just the right speaker for corporate retreats, conference keynotes and specialized groups (e.g., sales, customer service, administration, etc.). For a listing of our topics and brochures on our programs, and to subscribe to our quarterly newsletter, please visit www.wipcoaching.com.

Our mission is to coach you to succeed. What's yours?



Transforming potential into results

Whether you are an emerging or established leader, Camille Smith, founder and president of Work In Progress Coaching™, believes you have what it takes to transform your potential into extraordinary results for yourself and others. Her expertise in supporting people to produce new levels of results has been gained from more than twenty-five years of training and coaching thousands of people from around the world, in both for-profit and for-benefit sectors, in a range of industries, from agriculture to academia, from high-fashion to high-tech, from music production to manufacturing.



Camille Smith

Camille spent six years as an international consultant transforming cultures of Goodyear Tire & Rubber Company, Guinness Brewing Worldwide, NutraSweet, Campbell's Soup, coaching teams to double revenues, reduce defective products by 80%, reduce labor grievances by 75%. She worked ten years for an international training organization as vice president of operations, leading workshops in productivity and teamwork, managing finance and customer service. Ten years in high-tech startups and Nokia preceded the founding of Work In Progress Coaching. Recent clients include Cisco, Creative Labs, DuPont, Graniterock, Stanford University, Santa Clara University, Genesis Works, Inc., Ecology Action, and Nonprofits' Insurance Alliance of California.

Education	B.S., M.A. from The Ohio State University
Life-long Learning	<ul style="list-style-type: none">• Each and every client, from the board room to the shop floor• Mentors and colleagues
Partnerships, Certifications & Recognitions	<ul style="list-style-type: none">• Business Partner: Target Teams, Inc., Certified Provider• Certified NetTPS™ Solutions Provider• Certified 5 Dynamics™ Associate• Certified PER-K® Facilitator (Performance Kinesiology)
Community Partnerships	<ul style="list-style-type: none">• Global Institute for Leadership Development (GILD), Executive Coach• Global Women's Leadership Network, Founding member, 2003-present• Marina Technology Cluster, Advisory Board, 2004-present• Santa Clara University, Adjunct professor, 2004-2008

I think each person is a 'work in progress' – figuring out day-by-day how to best contribute, be appreciated and live a meaningful life. Each of my offerings – from leadership coaching to team workshops and public speaking – is intended to support you in achieving results beyond what you think possible. I look forward to exploring how our partnership can help you accomplish what matters to you, personally and professionally. ~ Camille