

Women Moving Forward® Graduates Newsletter

NOVEMBER 2007

SALE SALE SALE SALE SALE

As a way to say thank you to all of our clients and friends we are discounting our public workshop registrations. We value you and hope you have a wonderful holiday season!

Register Someone for Full Price Get the Next Registration for Half Price

(The Advanced Men's Course and Women's Leadership Retreat are not included in this offer; this offer cannot be combined with any other discount)

The sale runs from **Nov. 15 – Dec. 10**. But *early registration* is encouraged due to limited space in our public workshops. All course fees must be received in our office no later than Dec. 10.

Remember spaces in our Public Workshops are limited and are available on a first come first serve basis.

****ON DEC. 31 WOMEN MOVING FORWARD® in house WORKSHOPS cost will go up to \$30,000 from \$25,000 US. If you plan to bring WMF® to your company contract for them before 12/31/07 and get the \$25,000 US rate.**

A Necessary Distinction

Recently we have been asked by many of our graduates to explain what coaches/life coaches are. Many of you have been offered the services of a coach by your companies.

Coaching is something corporations have embraced wholeheartedly and most of the coaches we know assist people in changing their behaviors by getting them to face what is in their way **now**. They help people overcome the present time issues they may have.

We believe coaches can be very helpful especially in helping you deal with the company culture or hierarchy. They are also good at helping people make transitions from one company to another or from one section of a company to another section of the same company. However, in our experience, there are two major pitfalls women fall into when working with a coach:

1. Who Hires The Coach Skews The Work You Will Do With Them.

If your coach is paid for and/or assigned to you by your company expect the coach to skew the work to the feedback they have gotten on you from the people in the company

who hired them. Companies don't assign coaches to employees because you are doing just fine. Usually they assign coaches because you are doing something wrong in their view and they think you are worth the investment of a coach to turn it around or prevent something bad from happening. In this case it will be the company's needs that drive the work you will do.

That's not all bad news though. If you listen carefully to what the coach is telling you, you can figure out what the issue is and resolve it with the coach.

Just remember when you have a coach hired by your company don't share anything you don't want shared with your hierarchy! That is, unless you have a confidentiality contract with them that supercedes any contract they have with the company.

2. Coaches Are Not Therapists Unless They Are.

Even if you hire the coach and pay for them yourself, be aware that, unless they are also a licensed therapist, your coach will not be trained to do therapy with you and should not be doing therapy with you.

This is especially important for the folks with a history of mental illness including **All** addictions or for people from abusive family situations.

Good competent coaches will always refer you on to a therapist if it becomes obvious to them that you need one. This does not mean you are mentally ill it only means the coach has reached the limit of **their** ability (not yours) to proceed.

Some coaches we refer to are also therapists and can then move you into that realm as well. But if they are competent in both coaching and therapy they will always make the distinction for you when they cross into therapy from coaching.

In summary don't ever forget coaching is always your decision and being able to end your relationship with a coach is also your decision!

And by the way, coach or not, your company is still responsible for telling you directly what, in your behavior, needs to be changed to continue being productive in your company.

Coaches should never be used as a substitute for good management!

Let us know your experience and any suggestions you may have on this topic. Send us E-mail and let us know your thoughts.

NOTE

We will be going to an electronic newsletter format by January 1. Send us your E-mail address so you can continue to receive the Newsletter.

November 9, 2008 12:00-2:00 PM Hyatt, Princeton ,N.J.

Susan will be having lunch with up to 25 Women Moving Forward® graduates from the New Jersey, Pennsylvania, and New York area. If you would like to join Susan RSVP by November 2. Space at the lunch is on a first come first serve basis!

Women Moving Forward® January 15-17, April 8-10, & Oct. 15-17, 2008

The 2008 workshops are starting to fill so if you want to observe or review or you want to refer someone let Susan know. You can call or send your referral E-mail.

Women's Leadership Retreat© May 6-8, 2008

Because most women come back every year for this very special conversation there is only 1 space left for 2008. If you plan to attend, but have not yet registered, call Susan as soon as possible. You will need to have a conversation with Susan to make sure you are ready for the accelerated pace of this program.

Productive Relationships Nov. 27-29, 2007 Chicago at the Hyatt at O'Hare Airport & December 4-6, 2007 at the Cincinnati Westin Downtown

There is limited space in each of these workshops so if you want to register or have someone to refer let John know as soon as possible. Some companies have already purchased multiple spaces.

Men Relationships and Work © February 26-28, 2008

This is the men's companion to Women Moving Forward© course and there is still space available.

Spouses of graduates of Women Moving Forward© or partners of MRW graduates can attend for half price.

Leading Projects© Nov. 12-16, 2007, April 14-18, Sept. 8-12, 2008

To lead Projects successfully, especially multi disciplinary teams, you will need the specialized communication skills to do so. The people who have taken this workshop find it is easier to run a team after attending. It also makes the team more efficient and less time consuming. The November class is almost full. April & Sept. still have space.

Managing Corporate Change Jan. 8-10, 2008

This is the only public class we will do in 2008. If you are dealing with a corporate change (and who isn't) this is the class for you. It will help you deal with the change for you and it will help you help those you manage deal with the change.

Smart People March 11-13, 2008

This is the second Smart People workshop we have held. The first was extremely successful. All of the participants report having an easier time managing smart people and also an easier time managing themselves!

All of the above workshops are available to bring to your company. If you are interested in doing that let us know. If you would like to purchase a group of workshop slots for your company contact us for group discount information.

PUBLIC WORKSHOP SCHEDULE (9/20/07)

2007 Courses			
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 12-16*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	Nov. 14-16**	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	Nov. 27-29	Chicago, IL	\$3,500
PRODUCTIVE RELATIONSHIPS©	Dec. 4-6	Cincinnati, OH.	\$3,500
2008 Courses			
MANAGING CORPORATE CHANGE©	January 8-10	Lone Tree, CO	\$3,500
WOMEN MOVING FORWARD®	January 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	February 19-21	Lone Tree, CO	\$3,500
MEN RELATIONSHIPS AND WORK	February 26-28	Lone Tree, CO	\$3500
TRAINING FOR CHANGE AGENTS	MARCH 4-7	Lone Tree, CO	\$5000
SMART PEOPLE: MANAGING & RETAINING GIFTED EMPLOYEES	March 11-13	Lone Tree, CO	\$4,000
WOMEN MOVING FORWARD®	April 8-10	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 14-18*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	April 16-18**	Lone Tree, CO	\$3,500
WOMEN'S LEADERSHIP RETREAT -Make-Up Day	May 6-8 May 5	Edwards, CO	\$4,500
PRODUCTIVE RELATIONSHIPS©	June 17-19	Lone Tree, CO	\$3,500
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 8-12*	Lone Tree, CO	\$5,000
LEADING PROJECTS THROUGH RELATIONSHIP, COMMITMENT & PURPOSE	September 10-12**	Lone Tree, CO	\$3,500
ADVANCED MEN'S COURSE	September 23-25	Vail, CO	\$4,500
WOMEN MOVING FORWARD®	October 15-17	Lone Tree, CO	\$3,500
PRODUCTIVE RELATIONSHIPS©	October 21-23	Lone Tree, CO	\$3,500

***TO INCLUDE A REQUIRED 2-DAY PRODUCTIVE RELATIONSHIP WORKSHOP**FOR THOSE THAT HAVE MET THE PREREQUISITE ATTENDANCE OF PRODUCTIVE RELATIONSHIPS
E-mail address: svvconsult@avanvleetconsult.com**

To register for any course, retreat, or conference, contact our office.

We accept MasterCard, Visa & American Express

There is a \$500 discount when two or more people attend the same \$3,500+ workshop from the same company division and who register at the same time and attend together.

All prices are subject to change. No refunds are given.