



Challenge: PowerUp Leadership had successfully delivered two separate engagements for Dalhousie University involving training and coaching. The first challenge involved a female leader who sought coaching to get clarity on difficult stakeholders, stress management, and work life integration. The second challenge involved delivering two team training sessions: one on communications effectiveness and the second on leadership to address low morale for an internal information technology team facing constant change and demanding internal stakeholders.

Solution: Our approach started with one-on-one consultation with each project sponsor to understand key outcomes the leader was seeking to achieve from engaging us on training and coaching. Our approach was to design customized training and coaching using two assessments that our team is certified in: **DISC Workplace Profile** and **Leadership Circle Profile 360 Assessment**.

Outcome: Insights and execution of goal milestones were tracked in our online coaching software showing progress throughout the engagement. After the six coaching sessions and a facilitated triangulation meeting with Leah and her Director, it was clear what actions Leah could successfully perform to address her challenges. For the team training project engagement, participant feedback was positive on their experience of the training and the one-on-one coaching. All nine participants collaboratively created development plans partnering with the coach.

“Susan Power is a STELLAR coach! I learned a lot from the assessments that she did and from her recommendations. I appreciated that they were all evidence based (her firm’s work is grounded in evidence). And best of all – they are working for me! I’m seeing great results: increased productivity and decreased stress. Thank you so much Susan!”

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