



ABOUT ORGANIZATIONAL BEHAVIOR STRATEGIES

We typically work with successful and highly analytical leaders/professionals who want to achieve even better organizational and personal results. Such professionals can be found in executive leadership, technology and project management, operations, and process improvement (e.g., “Belts”).

COACHING

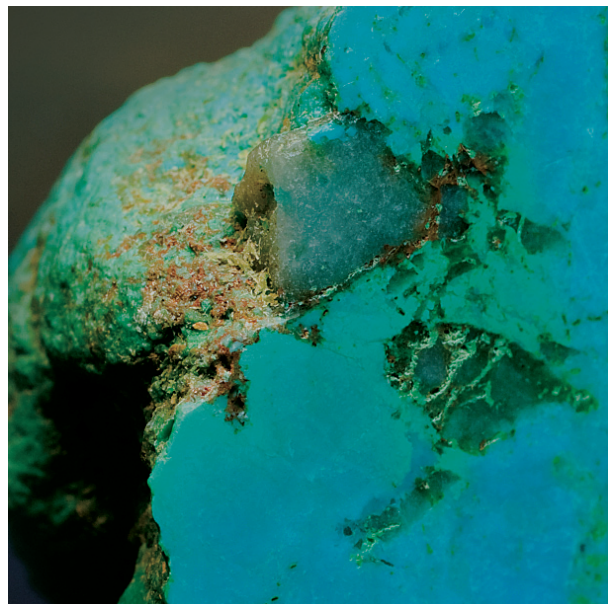
They look to coaching to help them more effectively:

- + Transition to positions of higher/new responsibility
- + Meet new organizational challenges
- + Influence others
- + Communicate up, down, and across the organization
- + Create commitment to change
- + Build organizational trust

TYPES OF ENGAGEMENTS

OB Strategies provides coaching in a variety of forms, depending on your needs and budget:

- + 3-6 month individual coaching engagements, often a mixture of in-person and phone
- + A small number of “laser coaching” sessions that focus on quick results for tightly scoped issues
- + One-time 360° feedback sessions
- + Team coaching (of intact project teams/work groups)
- + Group coaching (for organizations/situations in which individual coaching is not a viable option)
- + Customized engagements that may be longer term, focused on specific issues, or combined with training and/or consulting



WHY USE ORGANIZATIONAL BEHAVIOR STRATEGIES?

Three solid reasons to use OB Strategies for your coaching needs:

- + Coaching approach grounded in behavioral science
- + Deep experience helping hard-charging and analytical leaders get better results
- + Ability to provide *consulting* and *training* to support the coaching engagement



OUR APPROACH

We follow the **Columbia University Executive Coaching process**. This highly practical, collaborative, and results-focused approach is grounded in the science of individual/organizational behavior. It consists of 3 phases:

- 1. Context:** Client and coach agree on the focus and high-level goals of the engagement, jointly explore the current situation, and collect relevant data (e.g., multi-rater feedback, MBTI results, etc.).
- 2. Content:** Client and coach review/analyze the data and consider its implications for action. The client identifies coaching goals and what would constitute success. Client and coach jointly create a plan that serves as the basis/focus of our work together.
- 3. Conduct:** The client tries out new behaviors/approaches, reflects on results, makes adjustments, continues to implement the plan. The coach provides support, feedback, and “homework”; serves as a sounding board; and challenges the client to meet commitments. Client and coach jointly assess progress and results.



This structured and flexible process provides a discipline to the coaching while still allowing client and coach to work with emerging events and new information. It can work within the scope of an organization’s internal coaching program.

ABOUT MARY FEDERICO

Mary Federico is a seasoned consultant/coach/trainer with 17 years’ experience helping clients use organizational behavior principles and techniques to get better business results. She is comfortable working at all levels, from the C-suite to the front line, and across different industries and cultures. Mary has deep experience working with organizations as they implement “continuous process improvement” programs. She specializes in working with highly analytical leaders/professionals who want to improve their ability to influence.

- + M.A., Organizational Psychology, Columbia University
- + B.A., Computer Science, Queens College, CUNY
- + Certified in Executive Coaching, Columbia University
- + Certified in Emotional Intelligence Profile, CEO Partnership
- + Qualified in Myers-Briggs Type Indicator, Otto Kroeger Associates
- + Certified in Leading Organizational Transition, William Bridges & Associates
- + Dual U.S./E.U. citizenship

SAMPLE CLIENT LIST:

- + Allianz Global Investors
- + Canada Post Corporation
- + Inergy Automotive
- + Pfizer
- + Schneider Electric
- + Major U.S. government financial entity

