

In our world...

Individuals as well as organizations must manage immense amounts of ongoing change in all levels of their lives. We need to learn to live and work in cycles of changes. Successful individuals in the 21st Century will require entrepreneurial capabilities to effectively manage themselves and their many disruptions throughout their life. We must be anchored from the "inside out" with purpose, vision, values, passion and staying power.

Change is the central reality of our time. The coach helps individuals develop a "life line" that supports them throughout many cycles of change. It is important to learn the advantages of change by knowing when to hold on, let go, take on and move on. The coach helps you consciously navigate ongoing internal and external changes of your life.

In business...

In the business environment there are some benefits to coaching that can make or save the company hundreds of thousands of dollars.

- Retain and develop valued leaders. Develop the leadership team to perform at higher levels.
- Short cut relationship, performance and style issues before the only answer is termination.
- Eliminate the need for costly replacement and outplacement (2 to 5x base salary).
- Reduce turnover costs by correcting leaders' behaviors before subordinates walk out.
- Create a more highly developed work force of managers and professionals.
- Send a message that the company values employees and wants to develop them.

In developing leaders...

Coaching is a developmental process designed to help leaders maximize their potential by taking actions that resolve performance issues, prepare them for stretch assignments and lead them through periods of significant change. This type of development strengthens individuals to take on more responsibility while enhancing both personal and professional satisfaction. By utilizing development coaching you can:

- Accelerate the development and productivity of new and high potential leaders.
- Enhance interpersonal and leadership effectiveness.
- Improve performance to higher levels.
- Increase effectiveness at handling change and leading others through change.
- Facilitate leadership teams to adapt to new personal, organizational and market pressures.

In learning new ways...

Coaching is a self-directed program of intense, continuous learning. A custom program will incrementally improve your ability to learn new behaviors and habits and your ability to change attitudes; creating personal breakthroughs. Learning about yourself is the critical first step before learning new ways of living and working with others.

RCG concentrates on coaching leaders, leadership teams, new and promoted executives, individuals in transition and expatriate families. RCG helps individuals and organizations to get "unstuck" and move on to success and a satisfying career.

Bud Roth obtained his Professional Coaching Certification from the Hudson Institute of Santa Barbara.