



Tracie Moser, CPCC Client Approach | Coaching Bio

Client Approach

- First, I solicit “360 degree feedback” from their colleagues (bosses, peers, subordinates, and customers). Family members are also considered as it builds a comprehensive picture of the individual’s strengths and weaknesses. Another assessment that measures their leadership strengths is also used.
- Then, we discuss what everyone really thinks of them. Assuming the client accepts the information, we develop a coaching plan on how to overcome their top 3 issues.
- Clients are provided developmental assignments, articles and other required readings that will fill obvious gaps. This developmental approach is more often than not unique to MPG.
- I help clients to *apologize* to everyone affected by their behavior (because it the only way to erase negative baggage with our prior actions and leadership brand) and ask the same people for help in getting better (where applicable).
- I help clients to *advertise* their efforts to get better because you have to tell people that you’re trying to change; they won’t notice on their own. Re-branding your leadership style does not occur without some advertising.
- Then, I help them *follow-up* religiously every month so with colleagues because it is the *only way* to find out how you are doing and advertise your efforts.
- Integral to the follow-up process, I teach people how to listen without prejudice, show them that the only proper response to whatever they hear is gratitude and how to say Thank-You without coming across as unauthentic.

Tracie focuses on helping her clients achieve practical and visible results. She uses her sense of humor, intuition, empathy and fierce honesty to create meaningful change and growth.

About the Coach –Tracie Moser, CPCC

- A certified leadership coach through the Coaches Training Institute, a pioneer in the field of coaching and certification in the industry.
- A professionally trained team coach from the Center of Right Relationship in the field of Organizational Relationship System Coaching, the only school teaching system relationship coaching.
- An associate executive coach with Integra-Leadership Coaching. The North American division of the global coaching firm Inner Call Coaching.
- Experienced in coaching executive, director and manager levels in engineering and new technology fields.
- Experienced in the niche of career coaching and is well versed in career management and transition strategies.
- Has over 13 years of corporate Training and Leadership Development/Coaching experience in a multitude of environments including engineering.

**For More Information, contact Tracie Moser
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