

Widerlite Coaching & Consulting

Next Level Leadership

Paula Widerlite





I sought Paula as my coach after experiencing her as a methodical and exceptionally prepared leader. I wanted more of those skills. We worked through many facets of my leadership style: focusing on preparedness, organization, and articulating expectations of others. This work, in turn, gave me the tools to grow tremendously."

Brooke B., M.D.

Meet Paula Widerlite

Strategist and Certified Leadership Coach

About

Paula Widerlite helps her clients achieve the results they need to excel in their leadership roles. She brings decades of experience as a C-Suite executive in large, complex corporations. She has led teams and executives most recently as the Chief Strategy Officer of a \$1.1B health care organization. She serves in a governance role on multiple community boards. Her 40-year background in health care and non-profit organizations as a leader and a trustee has given her perspectives on professional development, growth and personal fulfillment that are valuable insights to discover the true purpose in leading and bringing about new levels of performance.

Certified Leadership Coach

Certified by the International Coaching Federation as an Associate Certified Coach, and as a graduate of the Georgetown University Executive Certificate program in leadership coaching, Paula is a skilled professional in helping leaders improve their performance and organizations to support their employees in realizing their full potential. She approaches each engagement with a sharp focus on the client's individual goals, by challenging, motivating, and inciting new possibilities.

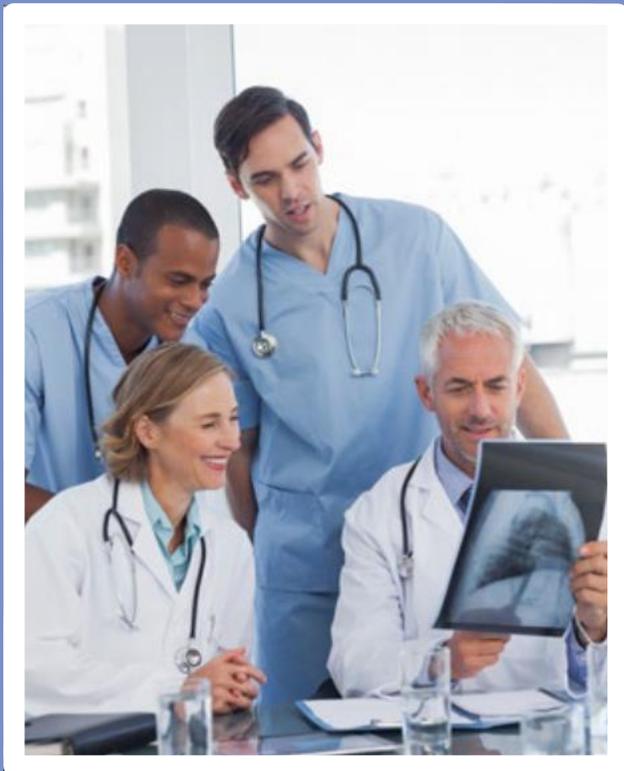
Strategic Planning

Paula is a seasoned strategic planning professional leading teams of executives, managers, trustees, and other stakeholders to create a shared vision and a road map for the future that aligns with the mission-vision-values of the enterprise.



Experience & Qualifications

- Associate Certified Coach, International Coaching Federation
- C-Suite level executive
- Decades of experience
- Proven track record of success
- Led growth and strategy for multi-million dollar organizations
- Georgetown University Executive Certificate, Leadership Coaching
- Serves as a trustee on several community non-profit boards



Specialized & Customized

- Health care and non-profit specialty
- Board, executives, physician leaders
- Customized to meet each individual client's needs
- Ongoing action planning and follow up
- Virtual or in-person
- Unlimited access via text, phone, and email



Services

“*Paula helped me focus on my goals, making productive use of our time and getting to the heart of the support I needed. Her experience, candor and warmth was the right combination to help me learn new skills that I put in practice every day.*”

*Pamela T., Director
Development, NPR*

Next Level Leadership

Paula Widerlite has worked with clients in all stages of leadership development from high potentials to seasoned C-Suite executives. She has spent four decades in the healthcare industry working with clinical and administrative leaders on growth, development, and action planning. Paula is a leadership coach who is inspired to enrich the professional life experience for her clients and partners with them to create a new future.

• Leadership and Executive Coaching

- Executive Onboarding
 - 360 Feedback
 - Observation/Shadowing
 - Leadership Development
 - Transition Support
 - Career Changes
 - Succession Planning
 - High Potentials
 - Lifestyle Transitions (Maternity, Work Re-Entry, Young Professionals)
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• Strategic Planning

- Design and Facilitation at Workshops and Retreats
 - Mission-Vision-Values
 - Strategy Development, Long-Term and Short-term
 - Environmental Scanning
 - Execution Planning
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Leadership Coaching Process

Next Level Performance

The five-step Leadership Coaching Process will help successfully navigate the client to achieve **Next Level Performance**. The journey begins with an initial call to determine chemistry and connection between coach and client.



1. Intake & Discovery *Getting Ready for Coaching*

The client, through personal discovery, describes the reasons for coaching, interests, motivation, inspiration, and specific goals. Client and coach agree on roles responsibilities, commitment, confidentiality, and ethics.

2. Assessments *Stakeholder, Peer, Subordinate, Supervisor Input*

Conducted through 1:1 interviews, review of written 360 assessments, performance evaluations. Coach collects information about the client and identifies themes and opportunities.

3. Coaching *Doing the Work*

In-person or virtually, one-hour sessions are held twice a month for six months. Development plan is drafted. Coaching is a conversation with purpose and focus. Clients are supported by resources.

4. Reporting *Keeping Up to Date*

Coach provides periodic updates to the sponsor as progress is made toward the agreed upon goals.

5. Development plan *Personalized and Actionable*

Coach prepares a customized plan to address gaps and support ongoing work.

Proven Tangible Results

Virtually all companies or individuals who hire a coach are satisfied: **99% somewhat or very satisfied with the over-all experience and 96% would repeat the process**". "Leaders who participated in coaching saw **50 to 70% increases in work performance, time management and team effectiveness**." International Coaching Federation Global Coaching Client Survey, 2009.

"A global survey of coaching clients by PriceWaterhouse Coopers and The Association Resource Center concluded that the mean ROI for companies investing in coaching was **7 times the initial investment, with over a quarter reporting an ROI of 10 to 48 times**." Forbes, 01/21/2011.

"Turnover has been reduced. I know for a fact we retained 7 employees. **It costs 20% of their salaries to replace them**." Manchester Review, 2001, Maximizing the Impact of Executive Coaching.

More Testimonials

“Paula’s vast experience as an executive in the healthcare field, paired with her compassionate approach, made her the perfect match as my leadership coach. She helped me to navigate an adjustment to a new position as the director of my organization. She was able to teach me how to think differently about the challenges I faced as I built new relationships with the leaders in my team. I always looked forward to our time, and always came out of it feeling like I had a plan for my next hurdle.”
Danny W., Clinical Program Director

“Paula’s professionalism, wisdom from her years of experience and commitment to develop up and comers is what I admired most about her. Working with her at a critical juncture in my career helped me to navigate the best outcome for my future.”
Christian B., Director Business Development

“Through Paula’s guided counseling, I was able to articulate the values and traits that I wanted to emulate and develop in my professional life and, more importantly, set a path to put those values and traits into action.”
Katie W., Public health official



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p: 301.502.8363 e: widerlite@gmail.com

www.paulawiderlite.com