

# CORMIER

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Specializing in strategic change,  
leadership coaching &  
collaborative work relations.

## VIP Update: Are You Being True To Your Dreams?

### In This Issue

**How I Define The Work That I Do**

**A Leadership Challenge: How Do You Measure Up?**

**Coaching Groups - Starting in September - Register Today!**

**A Leadership Development Model That's Working**

**Strategic Planning: Why Planning Collaboratively Is So Important**

**A Special Thank You**

*As I write this, I have just returned from a delightful summer holiday. I am sitting on my porch, admiring the flowers in full bloom. It is peak harvest: the gardens are abundant. It is peak fitness: the Olympics have ended and the US Open has begun. All of this is such a reminder of what vision, focus and perseverance can do!*



*This September, I am celebrating beginning my 25th year as an executive coach and organizational consultant. How blessed I am to have the privilege to work with, and come into contact with so many of you. I am thankful for your support, your trust in my expertise, and, I am again reminded of what vision, focus and perseverance can do.*

*This newsletter is dedicated to all of you. In it, I have outlined some of my learnings and perspectives in doing this work. I hope that my sharing will help you to hone your vision, focus and perseverance so that the gold medal in work and play is yours as well.*

*Denise*

Denise Cormier  
Cormier Associates

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### ***How I Define The Work That I Do***

*Over the years, many of you have asked me to define the work that I do so that you can pass my information along in a succinct way. Although you already do a great job, my 95% referral rate can attest to that, I decided to give it a try.*

*As your consultant, I create processes to help you, your team and your organization be successful. The focus may be a strategic plan developed collaboratively, a sharply honed executive or leadership team, or a successful meeting, organizational transition, transformation or reorganization.*

*As your coach, I zero in on helping you be the best that you can be, on identifying what success means to you, and strategizing how to get there. I may challenge you to take on new skills and behaviors, or consider new models and frameworks. I help you to understand how you impact others, remind you to hold on to your dreams, and serve as your confidential sounding board.*

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*In my work, I hold a vision of partnership and integrity. This means that I target my interventions taking into account your internal expertise, timeframes and available resources. Because my expertise is in designing and facilitating the process, I am able to work with a variety of clients - corporate, non-profit and across industry boundaries - bringing fresh ideas and models to the table.*

### ***A Leadership Challenge: How Do You Measure Up?***

***In 2005, Harvard's world-renowned Kennedy School, in conjunction with US News and World Report, conducted a study on leadership and what it takes to be an exceptional leader. In their study, they defined the exceptional leader as one who not only can lead a system internally, but who leads by also taking into account the common good. In this study, they isolated several qualities found in this exceptional leader. These are authenticity, vision, passion, and leadership from the heart, qualities not generally cultivated in a rigorous academic program.***

*Because these trying economic times remind us of just how important leadership really is, I have developed a leader's behavioral checklist of these and other benchmarked leadership qualities. If you would like to see how you measure up, click here to access that checklist.*  
<http://cormierassociates.com/keysform.html>

### **Coaching Groups - Starting in September - Register Today!**

***The following group coaching opportunities will begin in mid-September. If you would like to receive a complementary coaching session to see which program is right for you, contact me and I will be glad to arrange a call with you***

- ***Creating Your Personal Strategic Plan,***
- ***Leading With Impact, and***
- ***Emerging Leaders - for leaders on the rise.***

*Each program, made up of a small group of colleagues, meets twice a month via conference call. For more info, go*

to my website [click here](#).

### ***A Leadership Development Model That's Working***

***In my work over these last few decades, I have come to know that leadership is not easy. Leadership requires energy and enthusiasm; it takes courage, the ability to dream and to engage others in working toward that dream. The best leaders walk their talk, with integrity. They know themselves and move through the world in a way that's inviting. They know themselves and their priorities and act on what's important.***

*A few years ago, I conducted a study with executives and leaders in the corporate and nonprofit sectors. My goal was to discover what you, as leaders, identified as your key personal challenges. What I learned was that the issues of life balance, leaving a legacy, being true to yourself and making a difference were consistently paramount. What I also learned was that you felt at a loss as to how to get off the treadmill and rekindle your hope, joy and excitement.*

*Since my work is to help leaders become better at what they do, I concluded that I needed to design a process that would not only help you to eradicate the challenges that were draining your energy, but one that would also help you to reclaim your essential self. In doing so, I surmised, you would become a better leader. What I have discovered is that my hypothesis was true. To read on, [click here](#).*

### ***Strategic Planning: Why Planning Collaboratively Is So Important***

***I am a strong advocate for planning together. By planning together, I mean bringing all stakeholders, interest groups and experts to the table simultaneously to share ideas and create solutions. Collaborative planning creates an environment for shared learning and an opportunity for innovative solutions. In addition, because everyone is in the room together - decision-makers and those impacted by the decision alike - the planning process and resulting implementation is generally quicker than in traditional planning processes.***

*Since collaborative planning is not the norm, it is understandable that you may be reluctant to engage in that methodology especially if you have never been privy to participating in a collaborative planning meeting yourself. Below, are some of the collaborative planning sessions that I have designed and facilitated. Reading*

about them may help you think outside the box when you're faced with your own planning in the future. To read on, [click here](#).

If you would like help in determining if a collaborative planning session is right for you, contact me for a confidential assessment [click here](#).

### **A Special Thank You**

As many of you know, my work is over 95% referral based. That means that you are my most valued resource for future work. Thank you for being part of the Cormier Associates network and for sharing with information with those who may be interested.

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***I love to hear from you! If you have feedback, comments or suggestions, please send an email my way. Thanks for your help!***

***Cormier Associates: Specializing in Executive and Team Coaching and Meeting Facilitation***

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