

Dr. Linda M. Raudenbush PCC

Coaching Philosophy and Methods

My view is that coaching is a process-based experience. I partner with my client to facilitate positive change, which results in new attitudes, knowledge, skills, behaviors, ways of being and doing. I coach my clients to examine themselves and their worlds from expanded holistic perspectives including: intellectual, emotional, physical, and spiritual. My primary approach is through in-person and/or telephone conversations during which my clients transform their views of themselves and their environments and how they show up, interact, and relate. This is accomplished by using a variety of methods: questioning, listening, data collection and analysis, feedback, self-observations, action learning, developmental tools and assessments such as: Myers Briggs Type Indicator for increased, intra-personal discoveries and 360 degree surveys for increased inter-personal awareness.

Coaching Standards and Practices

As a member of International Coach Federation, I am aligned with their core purpose to advance the art, science and practice of professional coaching, while adhering to the ICF code of Ethics and Standards (www.coachfederation.org) including confidentiality. My core competencies of Setting the Foundation for Coaching, Co-Creating the Coaching Relationship, Communicating Effectively, and Facilitating Learning and Results are certified by ICF at the PCC level. I continually refresh and advance my competencies by learning from ICF approved courses, programs and activities. Each coaching relationship is unique and customized to meet the special situations of each client. The following critical elements are present in all of my coaching engagements:

Data based –collection / use of objective information from my client and the organization to better understand reality and set measureable goals.

Goal driven for success – analyze the data with my client to determine the best objectives for creating the desired outcomes leading to personal and organizational success.

Action Planning for Growth and Development – during the coaching process, my client mindfully plans and executes specific actions to meet identified goals; we jointly measure successful progress and make changes as needed, calling upon available resources and support.

Sustained Learning and Development – near the end of the coaching process, my client plans for future goal setting and life-long learning to meet unforeseen challenges yet to come by reflecting on new ways of being and doing.

Leadership/Management and Training/Education Experiences

- 15 years as a private sector senior level HRD & OD professional, consultant, manager and leader.
- 20 years as Federal Government senior level professional, coach, consultant, leader HRD and OD.
- 11 years as an internal and external leadership coach. .
- 25 years as Adjunct Professor for courses in management, leadership, adult learning theory.



Areas of Expertise

Executive Coaching
Leadership Coaching
Management Skills
Internal & External Leadership Coaching
Action Learning

Industry & Sector Experience

Private Sector
Federal Government

Functional Experience

Coaching/Leadership Development
Myers Briggs Type Indicator (MBTI)
360 Degree Feedback
Action Learning for Groups/Teams

Certifications

Professional Coach (PCC)
International Coach Federation (ICF)
Associates Certification (Project Management) The George Washington University and ESI International.

Education

Ed.D. (Human Resource Development /Organizational Development) George Washington University, Wash., DC
MS (Applied Behavioral Science) Johns Hopkins University, Baltimore, MD
B.A. (Mathematics/Science/Education) St. Joseph College, Emmetsburg, MD.