

Welcome!

Thanks for your interest in learning more about the coaching services being presented in partnership between the BCEEAA and executive coach and former long-time BC public servant, Fern Schultz. The BCEEAA will provide members with access to up to a total of four hours of coaching through this opportunity. Each member is eligible to access this benefit once. If you would like additional coaching, it may be possible to arrange directly with Fern for up to three additional hours at the BCEEAA member rate of \$50.00 per hour.

Please note that you must have been a member for at least 12 months to be eligible for this service.

Interested? Your first step is to contact Liz Gilliland to have a confidential discussion about your desire for coaching to assess whether or not coaching is the right fit for your current circumstances. Contact information can be found on the bottom page.

For more information about our coaching service, please see the information below from Fern:

About Coaching and this Opportunity:

"I look forward to working with those of you who would like to create more of what you really want in life and at work. Coaching can help you to gain clarity on your goals and take action on achieving your desired outcomes. To learn more about coaching, I invite you to visit my website at <http://www.coachingonfocus.com> or visit the International Coach Federation (ICF) website at <https://coachfederation.org/find-a-coach/find-a-personal-coach/>.

If you are wrestling with challenges or questions that impact your effectiveness at work or more generally in life, then accessing coaching services through the BCEEAA may be right for you. The following outlines what you can expect after Liz Gilliland has determined that your circumstances are a good fit for coaching:

I approach coaching as a partnership and focus on working with coaching clients to enhance their effectiveness and to realize their potential. You can expect to move toward your goals with focus and commitment as you close the gap between where you are now and where you want to be. My role as coach is to challenge and support you and to facilitate the possibility for transformational change along the way.

We start with an initial 1-hour session in which we will explore and clarify both short and long-term goals. We will also establish a formal coaching agreement which will outline our respective roles and responsibilities in the coaching process. This will include details on, for example, commitment and confidentiality.

In subsequent sessions, you will assess progress towards your goals, review results achieved between sessions, determine how you will use what you've learned, and/or work on new and current challenges or opportunities.

Sessions will be scheduled to fit our respective availabilities. Sessions will typically be 60 minutes every 3-4 weeks. Coaching sessions will be conducted by telephone unless other arrangements are more suitable (e.g., Skype or in person). In between sessions, you will take actions that you've identified, reflect upon and leverage the insights gained through coaching, and prepare for the next session."

About Fern:

"I retired in 2018 after more than 28 years with the Province. I held various positions as an excluded manager beginning in 1991, and in those roles my experience included being directly responsible for managing change through periods of expansion, contraction and reorganization as well as dealing with many of the same challenges faced by so many of you on a day-to-day basis. I came to coaching through leadership development opportunities and completed the Graduate Certificate in Executive Coaching (CEC) at Royal Roads University in 2004.



I am credentialed as a Professional Certified Coach (PCC) by the International Coach Federation (ICF) with over 500 formal coaching hours. I adhere to the ICF Code of Ethics and their standards and practices.

I continue to develop as a coach through ongoing training and professional development (including, for example, certification in The Leadership Circle assessment tools and in the Prosci Change Management methodology), and through formal and informal coaching practice. I have coached clients in public and private sector management and academia, as well as independent business entrepreneurs, and individuals seeking career changes, new opportunities and improved life/work balance."

Thanks again you for your interest, and I look forward to working with you.

Kind regards,

Fern Schultz, M.Sc., CEC, PCC
Certified Executive Coach, Professional Certified Coach
Coaching on Focus
<http://www.coachingonfocus.com/>

Next Steps:

If you wish to explore this coaching opportunity further, please contact Liz Gilliland to discuss your circumstances.

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