

FEBRUARY 2020

FRESH IDEAS FOR LEADERS

Sharing Unique Perspectives on Leadership



Message from CEO Dave Veale

I have had a number of fascinating conversations lately with HR leaders about the future of their workplaces.

I'm struck and encouraged by how many of them are concerned about employee engagement and wellbeing. Sure these have been issues high on the list for many years, but what has impressed me is how deep and genuine the desire is to be doing more and better for employees.

Not that long ago, I would most often end up in an HR leader's office because there was a crisis or one was approaching – a leader in trouble, a team floundering badly, an entire office dogged by low morale. Coaching was one of those last-ditch efforts at a turn around.

More recently, HR professionals and other senior leaders are seeing coaching more in a proactive way – a powerful tool that can help people and companies improve engagement and performance before issues arise.

Of course, we still get calls for help and we're glad to be able to assist. But it is heartening to see highly attuned, progressive leaders recognize the power of integrating a coaching culture throughout their organizations.

In this edition of Fresh Ideas, we explore how Vision Coaching is growing and responding. Take a read, and as always, I look forward to hearing from you.

Share and grow,

A handwritten signature in dark ink, appearing to read "Dave Veale".

Dave Veale, Founder & CEO, [Vision Coaching](#)

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Delving into the employee experience

Last month in this space, I mentioned an exciting new podcast on the horizon. I'm delighted that it is now underway.

Shifting the Employee Experience launched this month, and is an important exploration of the realities in the workplace today. Dr. Bill Howatt, Chief Learning Officer at Vision Coaching and one of Canada's leading experts on the workplace, joins me in hosting the podcast.

A note of gratitude to our sponsors for this special series, the College of Extended Learning at the University of New Brunswick and Workplace Safety and Prevention Services.

Without their participation and enthusiasm, we would not be able to produce this podcast.

In the debut episode, we introduce listeners to Bill and the concepts behind the series. Check it out – the launch episode and future ones can be downloaded from leading podcast platforms, Apple, and Google as well as Spotify or directly from the Boiling Point webpage.

The team has put a lot of work into getting us to launch, and I have learned a ton from Bill and our guests about navigating the employee experience in today's world.

What an exciting and eye-opening journey!



BILL HOWATT SHIFTING THE EMPLOYEE EXPERIENCE

Get to know Dr. Bill's background and his motivation for getting involved in our podcasting world and learn all about our incredible partners who are sponsoring this mini-series.

Preventing workplace harassment

Recently, I had the privilege of co-hosting a one-day workshop on Workplace Harassment & Cures in Saint John, N.B., attended by leaders from an impressive cross-section of organizations.

Kelly VanBuskirk, one of Canada's leading legal experts on workplace harassment, delivered a highly engaging and informative session on dealing with one of the most pressing issues today while I shared some of my insights on how coaching techniques can help leaders confront and deal with harassment.

Kelly and I hope to hold future sessions on the topic, so if this would be of interest to you, please let me know.



The 7 principles of integrity-based coaching

Bill Howatt, a prolific thought leader and writer, recently explored the seven principles of integrity-based coaching.

In reflecting on his more than 20 years in coaching, he examines how leaders and organizations can ensure they get the most from coaching.

Read these and other insights on the [Vision Coaching blog](#).



Our team is growing!

One of the advantages we enjoy at Vision Coaching is the breadth and depth of our coaching roster. We believe having a large, highly trained and credentialed roster ensures exceptional coaching tailored specifically to a client's needs.

So we are always excited when we can announce a new addition to the roster!

Please join us in welcoming [Janna Hare](#), a seasoned leadership and management consultant and highly regarded leadership coach and facilitator. We're delighted she has chosen to join Vision Coaching.

She is committed to the growth and effectiveness of organizations, teams and individuals, and in moving them towards their goals and successes. Janna's approach to each client relationship is engaging, collaborative and results oriented. As a certified executive coach, she leverages her finely tuned insight and ability to connect with clients to assist them in their development as leaders.

Janna holds a BA (Honours) in Psychology, a B.Ed and M.Ed in Adult Education, all from the University of New Brunswick. In addition, she is a graduate of Royal Roads University as a Certified Executive Coach, accredited with the International Coaching Federation (PCC) and a certified facilitator of the Daring Way and Dare to Lead.

In fact, Janna is holding a three-day Dare to Lead workshop in Moncton from March 25-27. There are still a few spots remaining! If you are interested or wish to register, [click here](#).

Please join us in welcoming Janna!

