



THE INTENTIONAL PROFESSIONAL

Helping leaders, executives, and high-level professionals discover their unique design and their best natural “fit” within the organization while also creating a long-term professional vision.

Most of us envy those who seem happy, fulfilled, challenged, and perfectly matched for their work. Most of us wish we were working our “dream job,” but we have no idea how to discover or attain it.

HERE ARE A FEW QUESTIONS TO CONSIDER:

- Do you know what you really want to be when you “grow up”? Are you completely sure you are doing what you were uniquely “designed” to be doing?
- Do you have a defined career path or a stated vision that specifically outlines that path?
- Do you know what truly motivates you? Does your boss know or does your company have any idea what motivates you?
- In the secrecy of your office, do you think, “What if they find out that I am really a fraud, that I am not nearly as good as they think I am, or that I’ve been faking it this whole time?”
- Do you ever ask yourself, “Is this all there is?”

Companies and organizations continually attempt to identify and groom top performers. We are encouraged to read books on subjects ranging from cheese to colored parachutes; we research, explore, and learn every possible “theory” from A to Z; we buy tapes, go to weekend retreats, and attend every variety of seminars, symposiums, and conferences. Lots of energy is lavished on such endeavors — but the truth is that very few of these initiatives ever work. So, what can we do?

THE PROCESS

The Intentional Professional is unique in its common-sense-based simplicity, and it is effective because of the close working relationship between the participant and the facilitator of the process, Jim Lieske. You will be challenged, have fun, and discover answers to some of your career and life questions. The formal curriculum is made up 12 distinct but interrelated modules:

1. Introduction/Philosophy
2. Life Story
3. “Box & Arrows” – Decision-Making
4. Personality Style
5. SWOT - Personal Inventories
6. E-M-L Model
7. Values
8. Dreams
9. Mission Statement
10. Misc. Profound Wisdom
11. Professional Vision Statement
12. “Now What?” – Conclusion/Action Plan

While the coaching process is interactive and free-flowing, participants will not feel that they are wandering around aimlessly; there is structure to keep the participant a focus.

The facilitator and the participant will meet formally at least 12 times, once for each of the modules. Many times, however, the working relationship extends beyond these sessions as the client gains comfort with the process. Often, sidebar meetings deal with specific organizational issues that the participant wants to focus on, making the coaching process “real life” instead of hypothetical. For any such deviations, open dialogue ensures there are no surprises in billing or completion timing.

Meetings are held offsite at a location convenient for both parties, usually in a professional and comfortable Board Room–type setting. Meetings are normally half-day, or three to four hours long, many times including either breakfast or lunch. This equates to spending a minimum of 50 hours together. The participant accumulates the notes of the curriculum in the binder provided, so he or she always has a permanent record of all discussion items and course material.

DELIVERABLES

In addition to customized goals that the participant and facilitator agree on in the first meeting, three major and tangible “contracted deliverables” will come out of this process:

- **Personal Mission Statement**
 - This is the client’s and the client’s alone, to be shared only if and how he or she chooses.
- **Professional Vision Statement**
 - This is a lengthy written document that addresses the statement, “Based on what I’ve learned about myself through this process, this is how I see myself best fitting into and contributing to the company – and why.” (It’s the “and why” part of this document that’s very interesting and usually the most valuable.)
 - The participant writes this with assistance from the facilitator. It is the participant’s to do with what he/she wishes, and there is absolutely no expectation that it be shared with the participant’s employer.
- **Scouting Report**
 - This is written by the facilitator about the participant, with their help and with his or her knowledge of the basic content. (It is not a secret.)
 - It is written to the participant with the full understanding that he or she will get a copy.
 - As with the Professional Vision Statement, there is no expectation that it will be shared with his or her employer.

This process will work where others have failed because the methodology is solid, because it has proven to be successful, because it is simple, and because it is built on common sense. Most importantly, it will work because we personally lead you through this process. We will be there alongside you, our sleeves rolled up, to guarantee both its immediate and long-term effectiveness.



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