



Coaching Programs & Faculty

COACHING FOR CAREER LEVELS

Emerging Leaders – you need a realistic preview of the opportunities and challenges you will experience in your first managerial role, with strategies for how to address them.

Middle Managers – you may be coping with the challenges of those who lead from the middle, seeking the next step upward within an organization, or considering a career transition; receive guidance from those who have been there and done that.

Executive/Senior Management – whether addressing new opportunities or challenges or planning your exit strategy, you need advice from coaches who have been at the top and understand the unique conditions and situations you face there.

COACHING FOR *YOUR* SPECIFIC NEEDS

Candidate Coaching – from perfecting your CV/resume to preparing for critical interviews, you will learn the strategies to help you move from candidate to employee.

Career Planning – our coaches help you plan the next big step in your career, whether you are seeking a promotion in your current organization or considering a transition to another institution or a new career altogether.

Change Management Coaching – as your organization experiences significant changes in structure or scope, you need expert advice about not only learning to cope but thrive in your new reality.

Coaching for Academic Success – from understanding the promotion and tenure policies of your institution to learning to maximize your institutional service impact, you need advice from a coach who has been at every level of academia.

Crisis Coaching – as a leader, you need to know how to address every crisis situation that flares up, from abrupt personnel changes and sudden reorganizations to issues of security and safety.

Group Coaching – whether you need to calibrate your junior leaders on management issues or want to provide professional development to your faculty, your group will receive advice from an experienced professional.

New Leader & Team Integration Coaching – you need to understand the history, dynamics, and subtleties of the team you now must lead, while ensuring you create the best first impression with them.

Transitional Coaching (Retirement) – learn how to plan your exit strategy to ensure a satisfying move from energetic leader to emeritus, as you contemplate the next stage in your life.

Transitioning to an Academic Career – you are an expert in your field, but you need to understand the unique culture of higher education and the strategies for academic success.

Transitioning to Leadership – if you are a new or aspiring leader, you need to master a wide array of managerial and leadership skills and develop the mindset to lead those who formerly were your peers.

AAL COACHES



JUDITH ALBINO, PH.D.

Dr. Albino, currently Professor and Associate Dean for Strategic Planning and Development at the Colorado School of Public Health, has served as president of two higher education systems, the University of Colorado, and Alliant International University, a private nonprofit university. Her higher education experience also includes several roles at the dean and vice-presidential levels.



CLYDE EVANS, PH.D.

Dr. Evans was Vice President at the Association of Academic Health Centers and spent 13 years at Harvard Medical School as a member of the faculty, Director of the Office for Academic Careers, and Associate Dean for Clinical Affairs. In addition, Dr. Evans was a Robert Wood Johnson Health Policy Fellow.



CATHERINE GARNER, DR.P.H., M.S.N., M.P.A., RN, FAAN

Dr. Garner is a Professor of Nursing and lead faculty in the DNP in Executive Leadership Program at the Medical University of South Carolina. She has served as the Executive Director for Nursing and Academics at the eight-hospital Greenville Health System. Among other senior leadership roles, she was Dean of Health Sciences and Nursing at the University of Phoenix.



MARY COUSSONS-READ, PH.D.

Dr. Coussons-Read is the Special Assistant to the Chancellor and a Professor of Psychology at the University of Colorado Colorado Springs (UCCS), a comprehensive regional research university providing exceptional opportunities for innovation, discovery, and life-long learning. Prior to her appointment to this post, she served as the Provost and Executive Vice Chancellor for Academic Affairs at UCCS.



PAULA O'NEILL, M.ED., ED.D.

Dr. O'Neill has served in faculty and leadership roles in health science education for more than more than 30 years. She has served as a medical educator and director/vice chair of multiple departments within teaching hospitals and medical schools and has consulted with over 100 institutions nationally and internationally.

PROCESS

After you select a service and the coach who best fits your needs, you will receive:

- Initial one-hour call to analyze your personal attributes, assess and further identify your career and personal needs, and define the goals for your coaching experience.
- Ongoing e-mail support.
- Scheduled, set number of one-hour coaching calls.
- Based upon the needs identified, the potential utilization of several assessment tools to help you introspectively understand yourself, clarify your values, establish your goals, and begin your strategy to achieve professional and personal goals. Note: each assessment may have an additional charge.

COST

The cost of each coaching service varies due to the length of the coaching engagement you desire, the amount of coaching you want on a weekly basis, and the coach you select. Please contact AAL at contact@aalgroup.org or call **404-350-2098** to receive a quote.