



Stakeholder Centered Coaching - Final Summary

Client: Darren Willner

Manager: Robert Fosmire

Coach: Catherine Cantey

Stakeholders: Robert Fosmire, Caitlin Boger-Upton, Nicholas Baker, Elizabeth Schonholz, Karen Duplantis

Coaching Focus:

Partnering with Catherine Cantey, my aim was to enhance leadership communication and accountability within my team and workplace environment.

Key Learnings & Outcomes:

- Improved Communication: Focused on fostering open, flexible, and patient communication to create a collaborative atmosphere.
- Accountability Empowerment: Encouraged autonomy among team members to drive personal and professional growth.

Coaching Touchpoints & Progress:

- **Initial Phase:** Started by implementing feedback-driven action plans, despite initial subtle changes, positive sentiments and growth were observed.
- **Midway Point:** Slowed down approach yielded visible changes in relationships and positive feedback from stakeholders, encouraging a more thoughtful approach.
- **Continued Approach:** Persistently pursued open dialogue, enabling others to lead and make informed decisions, resulting in valuable lessons and unsolicited positive feedback.
- **Reflection & Adaptation:** During a focused period, concentrated on refining goal setting and tracking processes, recognizing the need for enhanced 1:1 goal tracking.

Key Takeaways & Future Focus:

- Recognized the importance of patience, actively listening, and allowing space for others to contribute and grow.
- Emphasized the need for sustained effort in driving change and the value of focused, thoughtful engagement.

Notable Insights:

- Importance of thoughtful speech, prioritizing quality over quantity.
- Learning to delegate and allow others to take the lead, fostering a collaborative environment.
- Acknowledging the necessity of HR guidance in certain situations, such as sensitive office conversations.

Future Approach:

- Commitment to continued patience, active listening, and providing guidance rather than directives.
- Implementing refined goal-tracking processes for more effective evaluations.



Darren Willner Stakeholder feedback highlights:

- *Unsolicited Recognition from External Observers:*
 - Spontaneous acknowledgment from individuals outside the stakeholder circle, expressing appreciation for enhanced communication skills.
- *Demonstration of Composure:*
 - Evident display of a more composed demeanor, contributing to a noticeable calming effect within interactions.
- *Perceived Leadership with a Growing Following:*
 - Recognized as a leader with an expanding follower base, signifying influential leadership qualities.
- *Noted Strengths as a Valuable Resource:*
 - Acknowledged for significant attributes, particularly being a valuable resource and consistently helpful to others.
- *Effective Advocacy for Change without Imposing:*
 - Successfully advocates for changes among leadership and product managers, striking a balance between effectiveness and an approach that is not perceived as pushy.
- *Positive Shift in Interactions and Perceived Agreement:*
 - Positive changes noted in interactions, fostering a perception of agreement and collaborative understanding.
- *Measured and Reflective Presence:*
 - Displaying a measured and calm demeanor, showcasing a more thoughtful approach in various situations.
- *Discernible Impact Where it Matters:*
 - Noteworthy difference observed in areas of critical importance, underlining a tangible and meaningful impact.