



RICHARD RAYMOND  
ASSOCIATES, INC.

*An Executive Leadership Firm*

441 East 20th Street, Suite ME

New York, NY 10010

(T) 212-777-0083

(F) 212-460-5667

[www.executiveleadershiptraining.info](http://www.executiveleadershiptraining.info)

## CAREER GROWTH AND DEVELOPMENT COACHING

Career Growth and Development Coaching supports middle and upper level managers who **want to reach their greatest potential**, are **looking for the edge** they need to be most effective, and **want to unlock the potential** that will help them become great leaders. They are **very knowledgeable** about what they do, have **high standards** of excellence, are **persistent and committed** to success, **welcome assistance** in achieving their goals, are **interested in learning** new ways and tools, and are **willing to invest in themselves**.

Our clients are looking to provide themselves **every opportunity for success**. They are people in the early stages of their career **seeking success**, and they are seasoned people with ten or more years of experience who **find themselves in a cul-de-sac** and want more.

### Our Approach

Our mission is to **help our clients achieve satisfaction and fulfillment** in their work and life. We believe that when we are **clear about what is really, really important to have** in our life, our actions are focused and determined. We believe **we create our own possibilities**. We believe that developing our personal and professional leadership and **career growth is an on-going process**.

Our philosophy is that **what got you here will not necessarily get you there** and creating new opportunities requires stepping beyond current way of doing things. **There is no formula or recipe for success but instead a way of thinking** for handling situations and taking advantage of opportunities.

### What We Do

We start with where you are and then **get really clear about what is important for you to have** in your life - what you want to accomplish, how you want to be acknowledged, what the perfect job is, the relationships you want to have, and where you find meaning. We **help you develop a plan** and the desired results, and fill in the pieces to get there. We help you **develop the skills, attitude, knowledge and resources**. We **provide the structure, accountability, and support** along the way, and, more importantly, **we help you develop the thinking and conversation for dealing with situations as they arise as well as taking advantage of the opportunities you encounter**.

Working with us you will:

- **Develop a statement and picture of what is important** for you to have in your life and career, so you know where you are going.
- **Create a plan** for achieving your goals, and **be in constant review and implementation** of your plan.
- **Identify** your **natural abilities** and learn how to lead from them.
- **Learn** that people have different **communication styles**, the ways the different styles impact how we respond to others, what your dominant style is and how it effects your career opportunities, and how to dance with the styles of others.
- Learn how **emotional intelligence** effects your career development.
- **Target opportunities** you want, as well as **develop techniques, strategies and actions** to cultivate them.
- **Develop communication skills to inspire and lead** others as a mechanism for advancing your career.
- Develop and **practice conversations that are critical for your advancement** and career.

#### How We Do It

To help our clients achieve their career goals we provide:

- **One-on-one** coaching and mentoring
- Career development **mastermind groups** for peer learning
- **Assessments** to identify natural traits and predominant communicate styles
- Daylong leadership career development **workshops**

*Richard Raymond Associates, Inc. is a coaching, consulting and mentoring company helping business owners, managers, and independent professional develop leadership and teams that produce results. We support our clients in the achievement of significant goals.*