



Through her business experience, Peg Rowe brings knowledge, wisdom and unique perspective on building high performance teams, creating a collaborative culture, developing leaders and delivering exceptional results. She works seamlessly with all levels of management, across groups or in one-on-one settings.

Her intuition, calm manner and orientation to action, once critical to her leadership, are key assets in her work with clients. Peg takes a practical, strengths-based approach to executive coaching. Practical in that it focuses on the key behaviors required for improved performance. Strengths-based in that the focus is

on what is currently working in the executives leadership style that can be leveraged for improved performance and satisfaction.

As a seasoned executive and leader of geographically diverse cross-functional teams, she has served in line management and staff positions while spending ten years in senior executive level operations and general management roles at American Hospital Supply Corporation, Baxter International, Caremark International and Paidos Healthcare Management Services. As a leader, Peg coached teams during major corporate transitions and change initiatives, exceeding business objectives.

As a coach and consultant, Peg has worked with leaders and teams at organizations such as Allstate, Caterpillar, Fresenius Medical Care, Gensler, Methode Electronics, Microsoft, Navistar, and National Opinion Research Center, as well as Not for Profits including The Center On Halsted, The National Runaway Switchboard, and The Neumann Association. Peg has a Masters in Management from the University of Missouri – Columbia. She has trained with the Coaches Training Institute (CTI) and the Gestalt Institute of Cleveland, and has fulfilled coursework in Organizational and Relationship Systems, High Impact Teaming, the DiSC Assessment, MBTI and FiroB. Her certifications include the Best Year Yet® Program, the Coaching in the Moment program, the Genos EI Assessment and John Kotter's Leading Change Program.

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Betsy Sobiech is an expert in organization development, human behavior, training, systems thinking, communications and coaching. She is fully committed to Tiara's mission, which is to challenge and guide women around the world to become the leaders they were meant to be in their lives and at work. Betsy currently acts as COO of this growing business and continues to provide direct services to key individual and corporate clients.

Betsy C. Sobiech,
Managing Partner,
Tiara International LLC

The Tiara Model for True Leadership (SM) is built on the belief that we are all leaders, because we are the leaders in our lives. When we are leading our lives clearly and powerfully, we naturally begin to grow in

influence in our families, communities and companies. Tiara's women's leadership development curriculum is designed to help women at all stages of leadership.

As a coach and consultant, Betsy has worked with organizations such as Exxon Mobil Aviation, Hewitt Associates, Nicor Gas, Clearbrook, Center for Sight and Hearing, Mercy Home for Boys and Girls, St. Gregory the Great High School, Standard Parking, Allstate, McDonald's, Mesirow Financial, and PepsiCo.

Betsy Sobiech is a founding partner of ClearSpace, LLC and Tiara International LLC. She is certified in Strategic Attraction Planning®, Best Year Yet®, The Effective Facilitator™ and The Kolbe System™ for Individuals and Teams. She trained as a co-active coach through The Coaches Training Institute. She participates continuously in personal growth and development courses and coaching programs. Betsy holds a Bachelor's Degree in Philosophy and Religion from Truman State University and Master's Degree in Organization Development from Loyola University Chicago.

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Leadership & Professional Development

The Leadership Forum Series- The Inspirational Leader

Program 5

DEVELOPING THE MENTORSHIP RELATIONSHIP

Committee Members:

Janet Johnson
Helen Kessler
Trish Gordon

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ARE YOU MY MENTOR?

Presented by Tiara International LLC

1. Key Definitions

	For Me	For You
Coach Supports you in achieving your goals by removing internal obstacles and providing accountability		
Advocate Speaks on your behalf when you're not in the room		
Sponsor Invests in your success and ensures your included in succession planning discussions		
Mentor Provides feedback and ideas based on their experience, which is related to your goals		

2. Common Mentorship Myths

- I'm too young to be a mentor.
- I'm too old to want a mentor.
- I don't want to bother someone who's busy.
- They probably don't have time.
- Who would want to mentor me?
- It takes a lot of time.
- I should be further along in my career.
- I don't know how.
- I'm not ready.
- Other: _____

My Mentorship Belief:

3. My Mentorship Intentions

What is my career goal or question? Why?

How does what's possible in my career or industry inspire me?

Who are my role models in the industry or in leadership?

What do I want to give and receive in a mentoring relationship?

4. My Ideal Mentor or Mentee

Industry: _____

Role: _____

Experience: _____

Types of Successes: _____

Leadership Style: _____

Location: _____

Availability: _____

Other: _____

Other: _____

Other: _____



Mentorship Best Practices

Mentoring partnerships are successful when mentees ...

- Honor confidentiality
- Establish and lead their learning agenda
- Coordinate the logistics for the meetings
- Are willing to take a risk
- Put feedback into action
- Give and are open to honest feedback

Mentoring partnerships are successful when mentors ...

- Honor confidentiality
- Are accessible
- Are patient and provide encouragement
- Listen, observe, and are a sounding board
- Are willing to share experiences
- Let the mentee solve her own problems

Successful mentoring partnerships ...

- Articulate their purpose and goals early
- Are attentive to developing a climate of trust
- Are open and honest in communications
- Respect differences
- Are committed to continuous learning
- Are willing to evaluate and self-correct partnership effectiveness