



## **Benchmark Coaching & Consulting**

### **Rita A Swenor, Principal**

I am a certified Professional Coach. I received my training and certification through the College of Executive Coaching, a postgraduate program which is ICF recognized. My business “*Benchmark Coaching and Consulting*” provides services including individual coaching as well as workshops for teams. My work focuses on improving performance, developing competencies, and producing fulfilling and meaningful results in her client’s personal and professional life.

Prior to establishing my business I had a successful and rewarding career, as an executive, in the YMCA, a successful not for profit organization. I am passionate about developing people and helping them achieve their goals and I understand the day-to-day challenges that face executives.

#### **Professional Expertise/Services**

At *Benchmark* our goal is to provide results oriented coaching and training that enables individuals and team to increase their core competencies and maximize their organizational effectiveness. Outcomes include achieving a greater level of performance, skills and satisfaction both professionally and personally.

#### **SERVICES:**

- ***Individual Coaching*** – provide 1:1 in person or via phone coaching. Coaching focuses on the individuals’ goals and is results oriented whether the focus is on personal goals or professional development.
- ***“On Board Coaching”*** – focuses on the successful transition of new executives to an organization. Primary focus to successfully assimilate to staff team, board and constituents.
- ***Intervention Coaching*** - for those individuals that are motivated but experiencing performance or behavior difficulties in their jobs.

#### **LEADERSHIP DEVELOPMENT & TEAM TRAINING:**

Offering customized experiences from part to full days on such topics as:

- ***Change & Transition Workshops*** – an experience that helps groups to successfully navigate through change. Learn how to identify where people are at in the change, how to assess progress and how to avoid stalls in the change. Gain tools that help individuals and groups to move forward.
- ***Coaching for Improved Performance*** - a course designed to enhance the skills and abilities of supervisors using real life experience and practical applications. Participants increase skills in assessing situations, choosing effective interventions, providing feedback and achieving more successful outcomes.
- ***Improving Team Communications*** – a workshop that promotes understanding and improvement in communication. Experience the similarities and difference in communication styles; learn how to “flex” your own style and how to maximize skills in a variety of situations in day-to-day interactions.
- ***Advance Team Communications*** – a workshop that focuses on building collaborative relationships by increasing self awareness, decreasing defensiveness and sharpening problem solving skills.



#### **ASSESSMENTS:**

Tools that provide the individual or teams with insight on how to better leverage strengths understand areas for development and provide a pathway for improvement.

(Assessment and reports generated can be used as stand alones tools and or are often used in combination with workshop content.)

- MBTI (Myers-Briggs Type Inventory) – The most widely used **personality assessment** with over 2 million administered annually. The information enhances understanding of yourself, your motivations, your natural strengths, and your potential areas for growth. It will also help you appreciate people who are different from you.
- Bar On EQi – assessment tool that focuses on **emotional intelligence**, sometimes referred to as “peak performance.” Tool provides opportunities to increase self awareness and build more successful relationship.

**SKILLSCOPE – 360-degree assessment** tool. SKILLSCOPE provides individuals with straightforward, practical feedback on job related skills necessary for effectiveness in management role.

#### **Recent Assignments -**

- YMCA of the USA – working with 35 YMCA’s nationally.
- YMCA of Greater Seattle – providing 1:1 Executive Coaching
- Werlin Reading Foundation – workshop on merger, transition and team building
- YMCA of the Inland Northwest – Change and Transition Workshop
- YMCA of Snohomish County – Change and Transition Workshop
- Port Angeles YMCA – MBTI assessments and team building
- Life Coaching for individuals.

#### **Education and Professional Affiliations**

- Certified Professional Coach from the College of Executive Coaching
- Masters in Exercise Science, Northern Michigan University
- Bachelors degree from Michigan State University
- Qualified in Myers Briggs Type Indicator
- Emotional Intelligence BarOn EQ-i® and EQ-360
- Trainer for Change and Transition workshop through Linkage, INC.
- Member of the International Coaching Federation (ICF)
- Member of the Puget Sound Coaches Association

#### **Contact Information**

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