

# About the Integral Coach™

## Are you seeking sustainable change in your work and life?

- Would you like to escape from habits that, despite your best efforts, you can't seem to change?
- Do you think you could have a greater impact through your work, but you don't know how to achieve this?
- Do you feel like you're not bringing all that you are—or could be—into your life and work?
- Are you facing a new challenge for which you don't feel as well equipped as you'd like?

**Coaching can help you make and sustain progress in professional and personal areas that are important to you.**

## Who works with coaches?

- *Individuals* work with coaches on a number of levels:
  - *Professional or Business Owner*—to support their professional practice or enhance their leadership skills in a growing organization. Examples include developing people skills, delegating effectively, managing initiatives with multi-stakeholders, creating influence in ambiguous situations.
  - *Personal*—to achieve personal development or to address life challenges. Examples include managing career or life transitions, implementing desired behavioural changes, operating with increased integrity at work and at home.
- *Organizations* provide coaching to their employees to support their individual leadership development, and thus enable the organization to better meet its business results. Examples include stepping into a new role, mentoring for engagement and results, moving from technical to managerial work, taking a stand in conflicted situations.

## Benefits of personal coaching

Through coaching, you can expect to stretch yourself by taking a fresh look and doing things outside your norm! You will...

- become more aware of your current approach to situations, see new possibilities, and build sustainable new competencies to achieve significant outcomes; and
- engage in practices or exercises designed to support your learning goals.

An effective coaching partnership serves as a catalyst for personal change. Key elements of this partnership include objective, insightful coaching perspectives, a candid, caring relationship, a process for accountability, and experimentation with new ways of being and doing.

## The coaching process

Coaching programs are customized to meet your individual needs, challenges, and available resources. Meetings can take place in person, by phone, or by videoconference. The initial meeting usually involves getting to know you as an individual and how you relate to challenges. In the second meeting, you will contribute to the development of your coaching program.

## About Meg Salter

Meg brings to her coaching clients a deep understanding of the challenges of organizational life, gained through a 20 year career in marketing, sales and strategy work in the corporate sector (financial, IT). Her 15 years of organizational development consulting to corporate, public, health, and non-profit organizations have focused on areas such as organizational design, strategy, and change effectiveness.

Meg brings insight, humour, and compassion to support clients in grappling with the turmoil of personal change. Her experience is that adults can and do grow if given the right mix of support and challenge, an effective, ethical approach, and methods that build both insight and capabilities. Through coaching, her clients become more personally fulfilled and effective in their lives, for which their colleagues, friends, and families are most grateful!

Meg Salter is a certified Integral Coach™ and a member of the International Coach Foundation. She holds an MBA from the Boston University at Brussels and has worked as an organization development consultant and facilitator in Europe, Montreal, and Toronto, including in bilingual French/ English environments.

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