



**What Is Your
Greatest Hope...**

DEVELOPING THE HEART OF A LEADERSM

Imagine the potential that could be unleashed if strengths were leveraged in such a way that weaknesses became irrelevant?

This three-day interactive workshop and follow-up coaching process liberates strengths-based leadership. Focused on developing the “6 P’s” of appreciative leaders - purpose, participation, possibilities, presence, passion and potential - this transformational process teaches leaders how to:

- Shift from focusing on deficits to possibilities
- Build and coach high performance teams
- Lead cultures of positive change
- Optimize creativity to generate success

INTEGRAL INTELLIGENCESM: THE NEW FRONTIER IN LEADERSHIP

Recent leadership theory has reinforced the need for emotional intelligence in leaders. Integral IntelligenceSM builds capacity to lead from an integral perspective and is the next evolution in developing high potential leaders. This dynamic six to nine month learning process is designed for leadership teams and consists of four one-day workshops that address developing integral intelligence, becoming an appreciative leader, being an effective coach, and using integral intelligence to accelerate results.

Each workshop is followed by a series of peer-to-peer and executive coaching sessions to anchor the learning. This process leverages the talents of the team and helps leaders transfer what they learn to effectively coach others, yielding a high return on investment.

“Developing the Heart of a Leader was an excellent, high-level, transforming workshop in every way.”

Connie Harmsen, CEO
Banner Estrella Medical Center, Phoenix, AZ



Donna Stoneham, President of Positive Impact, LLC is an Executive Coach and Organization and Leadership Development Consultant. Since 1991, Donna has helped her clients develop effective leaders and value-driven organizations. She has worked internationally with hundreds of executives and

managers in a wide range of industries. Her client list includes Hewlett-Packard Co., The American Medical Association, Sharp HealthCare, UC Berkeley, IKON Office Solutions, The City of Berkeley, the San Jose Unified School District and the National Service Leadership Institute.

Donna received her M.A. in Human and Organization Transformation from the California Institute of Integral Studies and is a Ph.D. candidate at that same institution, where her research is focused on developing integral leaders. She is a Certified Integral Coach and serves as a mentor for new coaches in training.

A popular conference presenter, Donna speaks regularly on optimizing leadership and organizational potential. Her work is featured in *The Purpose of Your Life* and *The Power of Appreciative Inquiry: A Practical Guide to Positive Change* and she has published articles in a number of professional journals and magazines.

Donna Stoneham, M.A., President
Positive Impact, LLC Coaching & Consulting
PO Box 70932, Point Richmond, CA 94807
Phone: 510-235-7107 • Fax: 510-235-8939
Email: donna@positiveimpactllc.com
Web: www.positiveimpactllc.com

“Your coaching has given me the ability to go into more challenging situations and come out with a positive outcome. Now the work gets done better, faster, cheaper, and we can insure we’re hitting the bull’s eye the first time.”

Todd Miller, Vice President of Marketing
Sharp HealthCare, San Diego, CA

**“The very least you can do in your life is to figure out what you hope for.
And the most you can do is live inside that hope. Not admire it from a distance but live right in it, under its roof.”**

-Barbara Kingsolver-

*...for yourself as a leader?
...for your organization?
...for the world?*

Powerful questions are the impetus for positive change. The most significant innovations in history occurred when people asked the right questions. That's what we help our clients do!

At Positive Impact Coaching and Consulting, our mission is to make a positive impact in the world by:

- *Transforming leaders*
- *Creating cultures of positive change*
- *Engaging teams*
- *Facilitating meaningful dialogue*

We take a novel approach to leadership and organization development - we focus on the positive!

Through cutting-edge coaching and consulting strategies, we help leaders, their teams and organizations generate powerful questions, discover core strengths, imagine what's possible and design work and life so leadership thrives and individual and collective potential is fulfilled.

"There has been a lot of feedback from the Board of Trustees on the interactions we had using the Appreciative Inquiry process. All have been very positive and want more!"

**John C. Nelson, MD, MPH
President, American Medical Association**

How We Can Help

INTEGRAL EXECUTIVE COACHING PROGRAMS

Integral Executive Coaching Programs are designed for leaders seeking to gain greater mastery in leadership and life. Our approach to coaching focuses on “whole” person learning. We support executives to develop Integral IntelligenceSM, which we define as the capacity to leverage strengths and capitalize on multiple aspects of leadership intelligence - cognitive, relational, emotional, somatic and spiritual - in order to enhance satisfaction and effectiveness.

We partner with our clients to create powerful development plans that optimize talents and resolve barriers to success. Regular coaching sessions are held over six to twelve months with periodic milestone assessments. Rapidly accelerating performance, our coaching process is personally and professionally fulfilling, fosters resilience, builds competencies, and instills confidence to meet the escalating demands of work and life.

"I cannot thank you enough for the professional and personal impact of your coaching on my ability to be a more effective leader, manager and human being. I've been delighted in the integrated approach you've brought to the process. This experience has helped me integrate the intellectual and emotional sides of leadership, closing the gap between my intentions and expressions, and the perspectives, styles and needs of others in order to be successful."

**Doug Warner, Director
Strategic Business Development, Hewlett-Packard Co.**

CREATING CULTURES OF POSITIVE CHANGE

Using Appreciative Inquiry, a highly participative approach to change management that focuses on building from strengths, we help boards, teams and organizations accelerate positive change. We partner with our clients to design, conduct inquiries, move vision into action, and generate sustainable success in the following areas:

- Developing leaders at every level
- Crafting a solid foundation - vision, values, purpose and mission
- Nurturing high quality relationships, partnerships and communications
- Developing and aligning strategic objectives
- Building high performance teams
- Supporting continuous learning
- Creating customer-centric cultures

"We were involved in an innovative partnership project between the City and the University of California at Berkeley. This successful effort in introducing the staff groups to the fundamentals of Appreciative Inquiry has led to improved negotiations on a number of ancillary projects in the last few years. Much of our success can be attributed to your facilitation and guidance."

**Arrietta Chakos, Chief of Staff
City of Berkeley**

...liberating the power of the human spirit in leaders and organizations