

pivot Coaching

By Kim Smith

The South Bay is buzzing with busy people. We run around, shuffling from task to task trying to keep our heads above water while pretending that everything is “okay.” But does this breed success? Heathere Evans says absolutely not. Heathere has made a career of coaching executives and their employees that busyness is not a path to leadership. “To be a leader you have to grow,” she says. “Busyness is a block to growth.”

So the first question Heathere asks her Pivot clients is - what are you busy about? Is that contributing to success? Not just the standard metrics of success, but also, and rather more importantly, ensuring they’re making a meaningful contribution. She begins with defining and then refining each client’s definition of success. Heathere knows that the South Bay is full of high-caliber people in charge of thriving and important companies. That kind of high-level career requires a real examination of goals, self-discovery and growth toward the next level of success. It also requires that those leaders help grow their people to reach their personal best.

With over 20 years of experience working with Fortune 1000 companies, Heathere expertly leads teams of executives and employees to higher levels of productivity and connectedness. She focuses on helping established and emerging leaders grow skills, resolve conflicts, and create an environment for employees to thrive. Knowing that nearly all of a professional’s day is spent communicating, she teaches individuals and teams how to be more effective and impactful communicators, as well as more emotionally intelligent. Corporate America is changing. The top companies realize the more resources they provide to develop their employees in the area of emotional intelligence and personal responsibility, the healthier, happier and more successful the organization is as a whole. An employee that is proud of their job, feels connected to the team and empowered to reach their highest potential, producing exceptional results. Heathere coaches

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her high-level executive clients, and their teams, on how to get here.

With the recent shift toward developing corporate cultures with higher EQ - which is the emotional equivalent of IQ and relies 100 percent on communication - Heathere expanded her business communications practice to include professional mentorship and personal growth workshops for leaders. "When leaders choose a path of self-development and are given coaching focused on growth, profound things happen," she says. "Not only do the standard external metrics of success improve - profit, reviews, efficiencies - but also internal success metrics such as wellbeing, fulfillment, enjoyment and connectivity." After all, personal growth cannot be limited to the workplace if it is deep and sincere. This is what Heathere aims to do with each and every individual company or client. Her work begins and ends with looking at success differently, making it whole again.

Heathere works with individual clients through 6- and 12-month professional development coaching packages, but her most effective organizational program is a 12-month leadership development and coaching program. Each month, Heathere covers a different leadership topic offering a comprehensive overhaul for workplace wellbeing. It's powerful for both groups and team members. The extended period

also allows Heathere to modify topics based on company need. A lot can change in a year, especially if there is a significant corporate culture change. Heathere's expertise as she walks a company through a 12-month program in leadership, success and workforce development amounts to so much more than the initial financial investment.

By targeting the heart of a business, namely the workplace culture and vibe, Heathere consistently affects quick transformations across entire teams and organizations. "If your people aren't growing," she says, "your company can't." Stagnation leads to failure; Heathere's counsel removes that word from the conversation and replaces it with communication, emotional intelligence, progress and growth.

While her success as a business coach is cause for pride, Heathere is most satisfied by the growth she sees pour over into her client's personal lives. "Being of service is the most rewarding part of my job." She loves to hear feedback from her clients after talks, workshops or one-on-ones that their conversations were meaningful and lasting. Her occupation matters; she creates life changes. What starts in the workplace bleeds into the rest of life, the stuff that really matters. Those transformations light Heathere's fire and bring purpose to her profession.



BE INSPIRED.

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