Executive Coaching Approach:
Corporations the world over are coming to the realization that many of the skills that are essential for their top executives to successfully manage those around them cannot be acquired in academia or even on the job. Executive coaching provides the missing pieces that turns an executive into a leader.

Over 30 years Carrick and Associates has developed a process to successfully guide executives up the ladder from team player to team leader.

Our overall philosophy for executive coaching starts with establishing a relationship, building trust and mutual understanding. The foundation of the coaching process is a confidential relationship between the client and the coach. The coach focuses on learning as much as possible, including the client’s approach to management and leadership, current strengths and challenges, relationships, and organizational dynamics.

Carrick and Associates is expert at building trust, assuring confidentiality and establishing norms of supportive but direct and transparent communication. Meetings are one-on-one and include conversations about career and life history, perspectives on his/her current job, hopes and vision for the future, and current challenges. In addition to conversations, they will often engage in self-reflection activities with our coach’s help and guidance.

As a result of ongoing work together, the coaching creates a solid foundation and valuable information that allows us to assess the leadership challenges – for both the executive and the corporation. Throughout the engagement, Carrick and Associates focuses on helping the executive work with their team, set goals, plan actions and create safe ways to experiment with new behaviors. Carrick and Associates ongoing support through a process of Intentional Change includes formalizing a vision of the future and creating a game plan for long term success.

Background:
Laurie Carrick has more than 30 years of executive leadership experience in business consulting as well as individual executive coaching, having worked 12 years with Mobil Oil Corporation and more than 23 years as a consultant with Carrick & Associates.

She has over 1000 hours of qualified coaching sessions, completed the 125 hours of International Coaching Federation (ICF) training in 2012.

She earned her MBA from Drexel University and a Doctorate of Education from the University of Pennsylvania, Graduate School of Education with five certifications from the Wharton School.
Certifications:
• Hogan Assessments (2017)
• Emotional Social Competency Inventory (2011)
• Gallup Q12, CE11 (2006)
• Thomas-Kilman Conflict Model (2004)
• Emotional Intelligence EQ-i, (2001)
• Situational Leadership (1998)
• FIRO-B (1994)
• Myers-Briggs Type Indicator (MBTI) (1991)

Publications:


Industries Served:
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• Academia
• Manufacturing
• Communications
• Consumer Products

Corporate Clients:
• Unilever
• Jarden Consumer Solutions
• PRN
• MEI
• US Steel
• BDP
• Ross
• Penn Medicine
• Drexel University
• XL Group

Carrick & Associates was founded in 1990 to provide leadership consulting, training and executive coaching to leaders at all levels of the organization.

Carrick & Associates is expanding its focus into individual executive coaching in order for it to become the primary function of the business.

Laurie Carrick has tremendous experience working with various executives from many diverse companies. Laurie is now looking to expand on her successes with Executive Coaching for Global Leaders.

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