

ACCELERATE EMPLOYEE GROWTH THROUGH

Leadership and Executive Coaching

WITH AMY SALAPSKI



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Why Work with a Coach?

Similar to a "stagecoach," a coach helps transport people into their desired future state faster than if they were to "walk" on their own. Coaches create a safe space to set goals, experiment with new behaviors, receive feedback, and develop new skills. Additionally, the regular cadence of coaching sessions sets the pace and fosters accountability for making progress between sessions.



Benefits to the coachee are likely to include:

- Ability to set aspirational goals and confidence to achieve them
- Increased clarity and self-awareness
- Targeted competency development integrated into daily work experiences
- Fast-tracked professional and leadership development
- Confident, authentic communication
- Improved working relationships



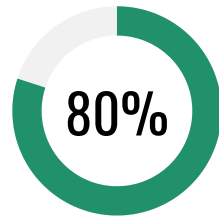
Benefits to the organization are likely to include:

- Increased engagement and commitment from the coaching recipient
- Improved professional and leadership skills
- More empowerment and ownership in the business
- Sustainable behavior change and continued growth
- Retention of coaching recipient and others they influence
- Development of high potentials to build the succession pipeline



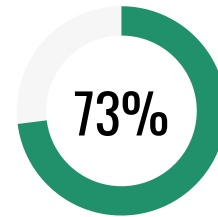
Coaching Research

According to the [International Coach Federation \(ICF\)](#), coaching is one of the most powerful development methods. Survey findings of coachees include:



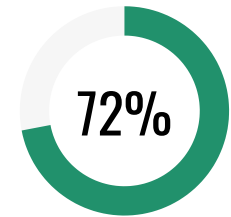
Self-confidence

80% report improved self-confidence



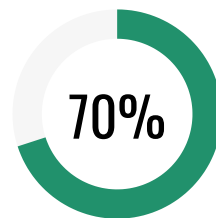
Relationships

73% report improved relationships



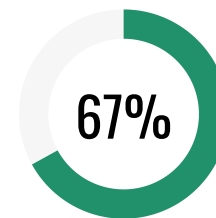
Communication Skills

72% report improved communication skills



Work Performance

70% report improved work performance



Work/life Balance

67% report improved work/life balance

Sustainable Results

Our vision-based coaching approach drives sustainable results



Safe Environment

We provide a space for individuals to explore their current capabilities and future aspirations without the fear of judgment.



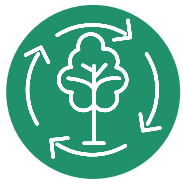
Increased Clarity

Through our coaching process, individuals gain deeper insight into their goals and the factors that can accelerate or inhibit achieving those goals.



Accountability

Our structured coaching program creates increased ownership, action-taking, learning through doing, and celebrating successes.



Sustainable Results

Behavior change is accelerated through increased accountability and action-taking, fueling sustainability, and a drive for continual growth.

Our 6-step Vision-Based Coaching Process



Testimonials

Cambium Development Group has **100% satisfaction** from our coaching clients. But don't listen to us. Here is what they have to say, in their own words.



"Amy worked with one of our up-and-coming leaders as an Executive Coach. Her disarming approach made the development plan that was delivered to the individual attractive, and they were eager to engage. We've already seen positive results: less stress and more productivity, better decisions, and better leadership."

Eric Boone, Vice President, The Revenue Group

"Amy is a phenomenal coach and resource. She offers truly meaningful insights, and I so appreciate all her help! I have leveraged Amy and Cambium for individual coaching, guest speaking for events, and group coaching experiences. If you are a professional looking to invest in your own development or a corporate leader looking to bring in resources for your team, I highly recommend Amy and Cambium!"

Ellen Ourednik, Senior Director of Learning & Development, RGP



Amy has been a tremendous help in my career development. She was instrumental in guiding me through difficult conversations and motivating team members who had lost their motivation. The group program was invaluable to me, and I will forever be grateful for the strong connections that Amy created for us. She has helped me become a better manager and leader. I highly recommend Amy as a coach to anyone who wants to take their career to the next level.

Kristina Heuer, Director of Business Intelligence, Cigars International



Coaching Packages

	Premium	Standard	Introductory	Group coaching for women
Coaching format	One-on-one	One-on-one	One-on-one	Small group
Coaching sessions	24	12	6	18
Duration	1 year	6 months	3 months	1 year
Meeting Cadence	Bi-weekly	Bi-weekly	Bi-weekly	Bi-weekly with breaks over summer and holidays
Assessment tool	✓	✓		✓
Intake session	✓	✓	✓	
Worksheets and fieldwork	✓	✓	✓	✓
Email and text message access between sessions	✓	✓	✓	
Just-in-time coaching	✓	✓	✓	
Manager check-ins	✓	✓	✓	
Shadow coaching	✓			
Investment (USD)	\$10,000	\$6,000	\$3,600	\$1,800



About Amy Salapski

With over 25 years of experience in coaching, learning, and organizational development, Amy Salapski founded Cambium Development Group with a vision to empower people to achieve their absolute best. CDG works with individuals, groups, and organizations providing coaching and talent development consulting services.

Amy provides vision-based coaching grounded in core values and long-term aspirations to ignite the internal motivation required to achieve sustainable change. She leverages assessment tools such as the Emotional and Social Competence Inventory (ESCI), Leadership Practices Inventory (LPI), and DISC to help her clients recognize and further develop their strengths and opportunity areas within the context of achieving their goals. Her coaching certifications include:



Career Summary

Managing Partner | Cambium Development Group LLC | Aurora, OH

Director, Associate Experience | Dealer Tire LLC | Cleveland, OH

Rapid Design Team Lead | Key Bank | Cleveland, OH

Director of Training and Project Management | Mortgage Information Services | Warrensville Heights, OH

Volunteer Program Manager | Summit County Metro Parks | Akron, OH

Environmental Education Volunteer | US Peace Corps | Blantyre, Malawi

Contact

Feel free to contact me if you have any questions

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"Amy's coaching brought clarity to my long-term vision, both personally and professionally. She effectively guided me through practices that identified my strengths and areas of opportunity in relation to my management style. Her caring demeanor and passion for developing leaders creates a safe place for individuals to be open to constructive criticism. Amy has equipped me with tools that will assist me in navigating in the right direction for the remainder of my career. I highly recommend Amy's services!"

Samantha Schroeder, Distribution Operations Specialist, Dealer Tire

"This group coaching program for women is packed with value! I immediately began using some of the exercises during my team meetings at work. I created a vision for my career, and parts of that vision are already coming into place! I got more value for the price of this program than I did some of my master's degree courses."

KayInn Ruf, HR Director, ACRT Services

