

## Group Coaching: CINJ Leadership Coaching Circle (LCC)



### Definition

- Executive Coaching is the practice of helping leaders increase self-awareness and self-management of their leadership style, skills, and behaviors. Group coaching leverages the collective knowledge and resources of the group to accelerate the learning and development journey for each member.

### Coaching Versus Mentorship

- Coaching, in contrast to mentorship, focuses less on giving advice, and instead provides an opportunity for introspection. Coachees discuss challenges, triumphs, and aspirations, while considering multiple perspectives and disciplines. This aligns inner values and personal strengths with leadership behaviors to build confidence, enhance professional fulfillment, and maximize outcomes.

### Environment

- Coaches are bound to a defined set of ethical standards and strict confidentiality, to create an environment of self-exploration and development. The typical coaching circle includes up to eight faculty members. The coaching experience aligns to organizational strategic plans by encouraging retention, career success, leadership development, collaboration, and wellness.





**Application: CINJ Leadership Coaching Circle (LCC):  
Faculty Group Coaching**

Last Name, First Name: Click or tap here to enter text.

Title: Click or tap here to enter text.

Division/Department: Click or tap here to enter text.

**Required Prerequisites**

**I. Completion of Rutgers programs**

*Completion of one program is required or five of the LinkedIn Learning courses must be completed.*

Course Title	Rutgers Unit	Month, Year Completed
<b>OASIS</b> <a href="https://diversity.rutgers.edu/OASIS">https://diversity.rutgers.edu/OASIS</a>	University Equity & Inclusion	
<b>ALP-RBHS</b> <a href="https://ol.rutgers.edu/programs/alp_rbhs/">https://ol.rutgers.edu/programs/alp_rbhs/</a>	Center for Organizational Leadership & RBHS	
<b>RLA</b> <a href="https://ol.rutgers.edu/programs/rla/">https://ol.rutgers.edu/programs/rla/</a>	Center for Organizational Leadership	

**II. Completion of LinkedIn Learning Self-Paced Virtual Training (complete prior to submitting this application)**

*Two of the six courses must be completed prior to submitting your application. You may instead complete five of the below courses, in lieu of the Rutgers programs. Please attach your certificates of completion to your application.*

Course Title	Virtual Presenter	Month, Year Completed
<b>Leading with Emotional Intelligence: 1hr, 2m</b>	Britt Andreatta	
<b>Presenting to Senior Executives: 49m</b>	Tatiana Kolovou	
<b>Transformational Leadership: 1 hr, 7m</b>	Henna Inam	
<b>Developing Executive Presence: 1hr, 12m</b>	John Ullmen	
<b>Adapting Leadership to Behavioral Styles: 1hr, 5m</b>	Eric Zackrison and Madecraft	
<b>Inclusive Leadership: 1hr</b>	Dr. Shirley Davis	

**III. Essay Indicating Goals**

*Attach a 500-750-word essay, describing the goals you hope to meet through group, executive coaching and how this will positively impact your department and the organization.*

**IV. Letter of Support from Department Chief**

*Please attach a signed and dated letter of support from your department chief.*

**Please submit materials to Rachel Pavoni ([reb203@cinj.rutgers.edu](mailto:reb203@cinj.rutgers.edu)), CINJ Office of Career and Professional Development (OCPD)**



## LinkedIn Learning Instructions

1. Navigate to <https://www.linkedin.com/learning/login-ent>
2. When asked for your work email address, please enter the URL: rutgers.edu
3. You will then be routed to your organization's single sign-on portal to enter your credentials.
4. Once signed in, you will be taken through the activation steps, you will be asked if you want to connect your LinkedIn Learning access to your existing LinkedIn profile or continue without connecting. After completing this option, you will be asked to select a few topics/skills you are interested in learning.
5. Once on the main screen, search for course names or topics at the top in the search bar.



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