

Sherpa Executive Coaching Concrete Deliverables:

"We have worked with Sherpa Coaching for a long time, and here is what we found out in our latest research. Leaders who have had Sherpa Coaching are noticeably more effective than those who have not:

- Almost 20% of leaders with a Sherpa coach moved up in their performance reviews from 'Met Goals' to 'Exceeded Some Goals' An additional 15% moved from 'Exceeded Some Goals' to 'Exceeded Most or All Goals'.*
- That is a huge improvement. This removes any doubt about the effectiveness of Sherpa Coaching. We will continue to build our internal coaching staff with confidence."*

-Stephen Subasic, VP Human Resources, Stanley Black & Decker

Three high potential females completed the 1:1 Sherpa Executive Coaching Program and were promoted to the top position as president of a Toyota manufacturing plant.

- Toyota

Executive Coaching/Stress Management/Training Reviews:

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Lauren,

I wanted to send you a note thanking you for being my coach, counselor in the journey to becoming a better leader. I'm not sure if it was pure happenstance or there were

forces at play when we were matched, but I could not think of a more perfect Sherpa for the individual sessions, in really helping me to discover invaluable self-truths during our time together. Admittedly, I walked into not only the 1:1s but the week of leadership training a bit skeptical not knowing what to expect. But I came out of it that much more appreciative for being nominated, being able to go through the process, and especially for you working with me.

As I shared with you, I'm working through some rather challenging times. There were I suppose two ways I could have handled it... 1) to pause our sessions and tackle it all on my own or 2) be transparent and ask/allow you to coach me through it, as a real-life case study. I'm certainly glad I chose the latter. The questions you posed to help me arrive at answers and truths, the tools and advice you provided, your encouragement, and push to identify and point me back to my "why it matters" was invaluable to me.

So, thank you. I know you work with a ton of people. But I marveled at how you remembered our conversations and even the smallest details as we progressed in the journey... which made the journey feel cohesive, linked as we went from one session to the next.

I got from all of this what I suppose was the intent of this gift – to come out of it a better leader, coach, mentor, and teammate. But as some bonus extra, I also got a boost (or recovered) some mojo to be the very best I can.

I'll let you know how the next few weeks all play out. But regardless of the outcome, I owe you a big thank you and big bouquet of tootsie pops.

Cheers, and take care.

*Thomas
Zenith
SVP, Strategy*

Lauren has been an amazing Sherpa! She's incredibly supportive, wise and insightful. Very quickly into our relationship, I felt like she really knew me! She always has a clear understanding of my challenges and fantastic suggestions, feedback and practical advice to help me solve for them. I feel instantly calmed after our sessions and energized to implement solutions. I'm so thankful for my time with Lauren, as I've learned so much from her & now have tools in place to continue to work on my challenge areas. She's the best!

- Liz Ryan, SVP Media at Publicis Health Media

Over my 30-year career, I have worked with a number of coaches. Often the content is similar. Lauren's content is new, fresh, and applicable. My Christian faith is incredibly important to me, and Lauren showed me new ways to weave my faith into my business

in new ways. If you are contemplating an engagement with her.....take the plunge, you will be positively impacted in ways that you cannot imagine.

- Mark Neely, AXA Regional President

My experience with Lauren was truly life changing. I had felt stuck for a couple of years and she asked me questions that unlocked a new and beautiful vision for my life moving forward. I was impressed by her knowledge and resourcefulness. She was able to name the experiences I was having and gave me several new frameworks to think about my growth and development. She is an incredible Coach and I highly recommend her to anyone who is looking to have a powerful experience.

- Margaret Bailey, Learning & Development Manager, Zappos

I had the opportunity to work with Lauren Miller during a time in my life that I will look back on as one of my hardest seasons. My stress level was so significant that I was barely sleeping and could not pay attention for more than a few seconds. I am so grateful that I was able to find Lauren and she was able to significantly decrease my stress and anxiety with her unique and powerful coaching techniques. She was able to coach me on coping skills that I still use today whenever I have a stressful situation or feel anxiety coming on. She is a compassionate, emotionally intelligent and skilled coach and I would highly recommend her to anyone needing guidance and direction to get through a tough season and get back to a healthy and productive life.

- Susan F., President

Sherpa Executive Coaching has been an invaluable experience for me. I have learned many things about myself and am now armed with new tools to be more effective and happier. I owe much of that to Lauren and how well we clicked. I'd highly recommend this program to anyone serious about opening up to become a better leader."

- Scott, SVP, Publicis Groupe

Lauren is the absolute best when it comes to teaching one to be their best. Everyone has things they are going through and the way in which Lauren works is amazingly adaptable in a group setting as well individually! One on one with Lauren gives you a feeling of being lifted, less weight on your shoulders for whatever it is you are going through! She is adaptable, transparent in how she relates through honesty, experience and listening. This results in a way of thinking you may not have done before, gives you questions to ask yourself for continued resolve as well as ways to provide daily enrichments that fulfill you through many different methods that are short yet spot on to give yourself the gift of YOU to start the day!

- Patty M., CEO

Lauren is a beautiful force of wisdom, grace, and guidance. She combines a genuine passion for human well-being with an impressive array of actionable tools and strategies. In my work with Lauren, I have discovered deeply entrenched patterns and learned new practices that support me in navigating the wild challenges of entrepreneurship with far more ease and insight. Lauren's coaching style is intensely personalized and engaged. She joins you as a partner on your journey-and helps clear the way to personal growth and success.

- Deb, Entrepreneur

Lauren Miller is dedicated to a life of service. She has both the will, and the skill to help you dig deep within in order to heal, grow and serve. Lauren has personally helped me identify both my strengths and weaknesses. She's taught me how recognize them, source them and work more effectively with them. With Lauren you'll find authenticity paired with approachability. What she teaches is tactical and practical, and her attention to detail makes it easy to incorporate into the hustle and bustle of everyday life. The way she strategizes makes goals achievable. I trust you'll find that Lauren will exceed your expectations, and open up a world of possibilities both personally and professionally.

- Ellen, Mortgage Lender

I highly recommend Lauren Miller as a coach. She is committed to developing the leadership talents and skills in each individual. She brings enthusiasm, support, knowledge and respect to each client. She is truly gifted.

- Natalie Francisco, Design Support Lead NREL

Even the experts need an expert. Lauren has been mine for over 1 year. Her programs are POWERFUL, producing results that are life transforming. She makes the complicated simple. I use her mindful rituals daily. Her mindset skills create an actual shift in consciousness from fear to faith, reminding me of my God given natural state to overcome and move through anything that stands before me.

- Les Brown, Author/Speaker

Lauren's programs are amazing; they enrich and expand your experience with life in ways that you forget are possible. She equips you with concrete skills that create shifts you can feel instantly. Whatever hardship or challenge you are facing or if you are a seeker like me, looking to expand your territory in this world, Lauren creates a program that is congruent with your gifts and talents and then empowers you with the ability to go for what you want, emotionally, spiritually and physically. I personally highly recommend her work in this world.

- Shellie Hunt, CEO Success By Design/The Women of Global Change

My experience with Lauren was truly life changing. I had felt stuck for a couple of years and she asked me questions that unlocked a new and beautiful vision for my life moving forward. I was impressed by her knowledge and resourcefulness. She was able to name the experiences I was having and gave me several new frameworks to think about my growth and development. She is an incredible Coach and I highly recommend her to anyone who is looking to have a powerful experience.

- Margaret Bailey

Executive Coaching | Stress Management | Team Leadership Development NREL PMEC/PM Leadership Feedback Below:

This has been the most intensive and meaningful leadership training experiences I have had during my career. The training material is well researched and organized. The methods that are used to train through one-on-one sessions over an extended period of time has helped the techniques to work their way into my work. The most useful part of the coaching: Learning about different communication and motivation styles and how to adjust my communication and management techniques to accommodate them so that communication and teamwork are improved.

- Brian C

I feel so lucky to have had the support, and well, respectful probing and cheerleading through the pandemic. A nice time out to look back and evaluate what works, what doesn't. I am grateful to have had a soft spot to land when self-reflection turned out to be not such a pretty picture, to learn how confront things, learn how to move forward more mindfully and sensitively. The most useful part of the coaching: Self-awareness; learning to clue in on what others need aside from the facts. Actually, having communication techniques to think through a problem/solution.

- Cheryl D

I believe under this coaching experience with Lauren I have become a better leader with my team. I utilize the tools shown in this coaching experience on how best to handle different people who are not like minded and still be at peace with myself. Lauren has guided me in situational experiences and provided the necessary support to jump all the hurdles when dealing with people of all types of behaviors. Changes I've seen in my leadership style since starting Sherpa coaching: Less drama - I don't get worked up as much because I am using the "separate the person from the issue" and learning to be "off the stage". More focus on what I am accountable for - I can identify more readily what is in my kitchen and what is not. Helps me be more accountable for the items that I should be more focused on instead of being distracted by solving other people's issues. Communicate effectively with team members - Having young engineers as part of the team that I lead; I am in the position of mentoring them. I find using the

expectation mountain tool and understanding this tool provides me an effective way to mentor/coach.

- Anna H

Most useful aspect of coaching: Self-evaluation – most of my character defects are not apparent to me. Techniques to stay off the stage – turns out it's not all about me!?!?! Go figure. Ways to stay off the stage, to be centered and objective, and not feel threatened or diminished by doing so. Techniques to improve my conscience contact with God. Changes I've seen in my leadership: Overall, simply more "lights on" than before: more coaching vice telling or directing, more inclusive vice self-centered, more understanding and appreciation than blame and suspicion. As a result, I feel like any input/guidance/suggestion I may have is better received than it may have been earlier, which I hope is for the good of NREL.

- Brian L

Changes I've seen in my leadership style since beginning the coaching: I've tried to be more consistent about adapting my delivery when talking to others to align better with their personality type (if known). I've also gained some valuable personal perspective at a time in my life when I've had a number of major changes. Most useful aspect of the coaching: It has primarily helped remind me that I'm in a good place in life. I've learned, or renewed a commitment to, some key tools like the 3-sentence rule and dealing with my impatience among others. I've also been able to better define what is Lights Off for me so I can recognize it and try to mitigate the impacts. I would absolutely recommend working with Lauren. I enjoyed the self-reflection that helped me determine my Why It Matters.

- Matt B

Changes I've seen in my leadership style: Better understanding of my strengths, weaknesses and drive have allowed me to analyze everyday situations from new perspectives. I'm more cognizant of my instincts, and I've been able to reshape my approaches to relationships and stressors accordingly. Most useful aspects: Discussing real-world examples or as Lauren calls it "earth-school". It's been very helpful just talking through this stuff on a regular basis, analyzing my handling of these situations through different lenses, and continuing to mature in my leadership qualities. Lauren's tailored coaching approach has been very effective. She's a great listener, and she asks pointed questions that inspire deep reflection and meaningful insights.

- Irshaad G

Changes that I've seen in my leadership style since beginning the coaching: Much more confident in the leader that I am, during meetings, with myself, and more specifically from a perspective that I'm no longer afraid of failing or someone commenting my work or thoughts and that I thank them for the insight and feedback. It takes the pressure off me and puts it on the situation. The most useful part of the coaching is a hard question, because there are so

many valuable aspects, but the most has to have been finding my WIM and looking at my strengths and weaknesses so I can learn how to use them to my advantage. My coaching experience with Lauren was priceless. I gained not only a coach that I can rely on when I need advice, but a friend to check-in with on life and faith. Lauren has a real gift to coach you without you realizing that she is coaching you (until she tells you after she's finished). I have learned so many life lessons and valuable tools for not only my professional/executive career, but my personal life as well. Highly recommend to anyone considering professional coaching.

- Kegan G

Changes I've seen in my leadership style since beginning Sherpa Coaching: I first learned that I already had some of the leadership skills in me. Lauren helped me realize and define these skills to not only grow as a leader myself, but to also grow people into a functioning/dynamic CAD team to be of more value to NREL and the P MEC team. What I have learned about myself and others as we are all different in behaviors and styles. All the tips that Lauren has given me to deal with different situations, different people have helped me immensely. Whenever I walk away, it will be with a better understanding of not only myself, but those around me. Professionally and personally. I would encourage anyone interested to explore this coaching program with Lauren. There are so many tools she makes available to help one communicate better, teach, lead and coach not only in a professional environment, but in a personal one as well. You develop the skillset to learn so much about yourself and mountains we all climb on a daily basis. Also, I learned how to achieve the same goals with varying team members and varying styles of engagement. This is the absolute best coaching/leadership class that I have taken in my career!

- Natalie F

I most appreciate Lauren's tailored approach to the coaching. Lauren made the topics, techniques and discussion very applicable to my behaviors. I also felt the sessions had latitude to branch off into areas that would also help with coaching principles both for work as well as personal. Recognizing DISC profiles of myself and just about everyone around me to quickly understand how my audience is taking in and responding to communication was a very useful aspect of the coaching.

- Steve M

The Sherpa journey has been just as much about self-reflection and personal understanding as it's been about becoming a more effective leader, and realizing that the two go hand in hand. Lauren is a fantastic life coach with multi-faceted approaches to engaging topics and hurdles. The opportunity to learn and grow through this process has been extremely valuable.

- Charlie M

Lauren is such a blessing to have as a coach and mentor for the Sherpa program! She has so much to share and offer from her life experiences and expertise. There were times we talked and shared more about life and what I was experiencing at the time, than the program itself. I couldn't have had a better coach! The most useful aspect of the coaching was having a coach during the learning process to help the understanding and process the information learned and how to utilize that in the practical application of the techniques.

- Kiley T

DISC profiling is the most beneficial tool. Understanding what drives people and how they prefer to communicate has been a tremendous help. Also, understanding how my assets can lead to weaknesses and limiting how much I rely on them. Overall, the coaching experience was very helpful. It has helped me move from my comfort zone and become more well-rounded.

- Ryan C

My coaching experience with Lauren was a very eye-opening experience in self-reflection and awareness and provided lessons I will keep and continue to learn from for the rest of my career. Lauren is very open and easy to talk to and she is very understanding that not everyone has the same skill set nor does everyone operate the same. The coaching sessions proved very useful for me in that they addressed real work situations that I was experiencing during our sessions, and we discussed how those situations were handled and what might be done differently or the same based on the circumstances were those experiences ever to come up again. The sessions also weren't focused on changing the type of leader I am but were more directed at embracing my leadership skills and the value I bring, but at the same time taking reasonable steps to enhance and improve in certain areas that I know I need to work on to be a more well-rounded and effective leader. The most useful aspect has been talking through experiences at work and analyzing what the desired outcomes could be for those situations and how I may handle things differently or the same if I have similar experiences again. There were specific takeaways from the coaching which I utilized in actual job experiences which I wouldn't have otherwise thought about without having the related discussions during the coaching sessions.

- Brian K