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***The Coaching Solution:
How to Drive Talent Development, Organizational Change, and Business
Results***
by Renée Robertson

In his 2013 TED speech, Bill Gates said, “Everyone needs a coach. It doesn’t matter whether you’re a basketball player, a tennis player, a gymnast or a bridge player.... We all need people to give us feedback. That’s how we improve.” The role of coaching is critical in developing and retaining top talent and, as Renée Robertson explains, the exact same principle applies to every department of an organization.

In her new book, ***The Coaching Solution: How to Drive Talent Development, Organizational Change and Business Results***, Robertson presents the steps—and potential pitfalls—on how to design, build and deliver an internal coaching practice. Based on her firsthand experience as a former Fortune 500 Director of Talent Development, ***The Coaching Solution*** teaches readers how internal coaching programs, when executed properly, can retain and develop talent in the face of rapid change and unknowns.

“Throughout my career, I’ve had the opportunity to have clients in many industries, from pharmaceuticals and insurance to transportation, manufacturing and more. Each client provided me an opportunity to understand the unique client challenges of that industry and develop appropriate solutions,” says Robertson. “Since I founded Trilogy Development, I’ve seen many Human Resource and organizational development professionals who would like to coach inside organizations, but aren’t sure how to begin. This is why I created an easy-to-implement guide to help those folks have an approach and a process for designing a coaching program and obtaining the necessary buy-in.”

Part autobiography, part how-to manual and workbook, ***The Coaching Solution*** provides corporate managers, executives and coaches with a highly personalized, step-by-step approach to building an effective coaching program. As a former talent management executive, Robertson shares her best practices and lessons learned with the hope to further coaching inside

organizations and to guide those interested in building high-performance employees, teams and organizations.

In addition to identifying the most critical keys to implementing a successful program—executive sponsorship and engagement, selecting the right coaches for your organization and culture, and integrating the initiative to your overall talent strategy—*The Coaching Solution* breaks down this guidance for different departments as well as provides:

- Insights and anecdotes from Robertson’s firsthand experience with developing and implementing coaching programs at a Fortune 500 company
- The value of such a program for employee engagement, productivity and results, with excerpts from Impact Studies
- Quotes and stories—as well as checklists and tables—that provide useful and clear information for all stakeholders involved
- Integrating and aligning an internal coaching program to a company’s competency models, HR information Systems (HRIS) and overall business goals for success

Renée Robertson is the founder and CEO of Trilogy Development, a boutique consulting firm specializing in talent development. A veteran of Fortune 500 companies, Robertson has developed award-winning internal coaching programs and numerous succession plans as well as talent development solutions, sales force integration programs and transformational initiatives. She has served as a trusted advisor and coach to many business leaders, and her expertise has made her a noted speaker and thought-leader.

Robertson is one of only 19 winners globally of the International Coach Federation’s prestigious Prism Award. The Prism Award, established 2005, is presented to recipients annually who demonstrate the ability to strategically integrate coaching as an organizational development methodology, used to build leadership competency, drive change or enhance performance. A second PRISM award was presented to Robertson in 2006.

For more information, visit www.trilogydevelopment.com and connect with Robertson on [LinkedIn](#).

The Coaching Solution will be released on June 1, 2015 and will be available at www.trilogydevelopment.com and all major online booksellers. It is currently available for pre-order on [Amazon](#).

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