



Discover and honor your passions
to lead a purposeful and empowered life



Rachel Karu, MS, PCC

Professional & Personal Development Coach, Speaker & Author

Stepping into More - Professional Development Coaching

“Coaching is a vehicle to empower people to leverage their strengths, meet their fullest potential, and thrive!”

Rachel Karu

Rachel works with successful people who supposedly have it all and yet are feeling empty and burnt out. Rachel supports leaders in becoming excellent internal coaches to their direct reports. Rachel thrives in partnering with leaders on their communication and interpersonal skills. She coaches leaders to identify and leverage their own and their team members' strengths.

Stepping into More - Professional Development System includes:

1. Self discovery–

Outcome: Self-awareness and creating coaching alliance

- Client completes a discovery questionnaire to help the coach get to know him/her and to begin a valuable reflection process
- Kick off meeting with Coachee and his/her manager to discuss possible coaching goals and to clarify confidentiality issues
- 2-hour session to set the foundation for the coaching relationship. The discovery session includes values and strengths clarification, work/life balance activity, and coaching alliance design
- Next session may include relevant assessments such as Standout (strengths assessment), Myers-Briggs Type Indicator (communication styles assessment), Thomas Kilmann (conflict styles)
- The client may participate in 360 ° Feedback (Interview or Automated Survey)

2. Action planning –

Outcome: Determine and create 1-3 specific coaching goals including desired specific outcomes , and evidence of success – observable behavior changes that will occur within a specified time frame

- 2-hour session to create a detailed action plan based on the outcomes of the Self Discovery Process. This plan serves as the guide for the coaching agenda and includes measurable goals and milestones to support the client's goals
- Meeting with client's manager to get alignment on goals and necessary support
- Complete development plan consisting of specific, measurable, attainable, realistic, and time-bound goals

Contact Rachel Today!

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“I chose to add one-on-one coaching sessions to my development curriculum; without question one of the best investments I've made in myself thus far. Rachel most certainly knows when to push, when to lead, and when to inspire: She's simply great!”

*Raquel C.D.
Entertainment Executive*

3. Coaching for results

Outcome: Achievement of coaching goals and modifying goals as needed

- Coaching sessions are usually scheduled every other week. The focus of the sessions include celebrating success, giving and receiving continuous feedback, tracking goal progress, modifying goals, and experimentation with new skills, tools, and/or behaviors.
- Coaching sessions are facilitated either by phone, virtually, or face-to-face. Each coaching session usually concludes with action items such as assignments or inquiries in order to deepen the client's learning.

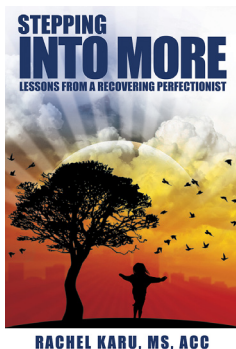
4. Monitoring and Measuring

Outcome: Progress and improvements tracked 1 year after the initial coaching is completed

- The coach meets with the coachee and his/her manager to review progress on goals since the coaching ended. New goals are created.
- Relevant assessments and interviews may be repeated to track progress.
- The coachee receives additional coaching to continue his/her development.

About Rachel Karu

Rachel's personal journey as a Recovering Perfectionist inspired her to create Stepping into More - A professional and personal development company, dedicated to supporting clients with their quest to unearth their strengths and passions to lead a purposeful and empowered life!



Rachel's perfectionism paralyzed her from pursuing her passion for singing for over 20 years until a car accident changed everything.

As a result, Rachel started performing, publishing her autobiographical self-help book - *Stepping Into More – Lessons from a Recovering Perfectionist* and producing her CD of songs - *Stepping Into More* (both available on Amazon).

Rachel has coached hundreds of successful people who supposedly have it all and yet are feeling empty and burnt out.

Prior to launching Stepping into More, Rachel served as Human Resources Manager and the Manager of Organization Development in global organizations.

Rachel earned a Master's of Science in Counseling for Business, Industry and Government and a Bachelor of Science in Business with a specialization in Human Resources. She achieved her Coaching Credential through the International Coaching Federation and is a Certified Strengths Coach.

Rachel is a past President for the International Coaching Federation, Los Angeles. She is also the Co-Leader for the Global International Coaching Federation's Coaching and Human Capital Community of Practice. Additionally, Rachel created and managed the Westside Breakfast Special Interest Group for the Association of Talent Development for 11 years.



Clients include – Facebook, Intel, Cisco, EMC, Raytheon, United States Navy, U.S. Marine Corps, Allergan, Philips, Braille Institute, Mattel, Viacom, and Disney/ABC Media.

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