

About Ann Kruse: Testimonials

Coaching

My organization was entering a new phase of its growth, and I had to give serious thought to what type of leader it requires now. In working with Ann, I gained a deeper level of awareness of my own strengths and style, and also what the leadership team and the board need from me. I now have clarity about what actions I need to take to lead the organization, and I am moving forward in taking those actions. (CEO)

As I led the merger of two organizations, with all the challenges and uncertainties that entailed, I welcomed our coaching time as a time when I could close the door, slow down, think and reflect. The reflection time led to unexpected insights. (CEO)

After a major reorganization, my job no longer fit my career direction. Working with Ann, I was able to ask myself the right questions and clarify what's really important to me. She challenged me to think about things in a different way. I am now creating a path that will enable me to live my values in my job and in my life. (Software development manager)

Ann has a wonderful way of cutting through emotional situation to the facts, adding clarity and fairness to the issues I brought to her. She was always available and gave every issue her undivided professional attention. (Software development manager)

Ann has provided me with invaluable coaching for success regarding a number of projects I have undertaken. With a calm, objective and caring style, she has helped me examine barriers to my own success, provide me with strategies for more effective communication, and worked with me to generate ideas and solutions. (Entrepreneur)

As a coach for managers, Ann is insightful and practical with her advice. She is good at assessing the situation and suggesting rational and respectful management approaches. (Lawyer/Manager)

Ann provided me with coaching on a very difficult situation I was facing at work. As a university professor, I have never received training in human relations, although a major part of my job involves dealing with people. The university is in a period of transition, tension among faculty is very high, and as a result, I have had to deal with some very difficult situations this year. Her coaching provided me with new ways of analyzing these situations and with new tools for dealing with them. (Scientist/Professor)

The senior managers involved in the program thought very highly of Ann and her abilities. (Leadership Development Program Manager)

Presentations, Seminars and Workshops

Thank you for your excellent presentation to the Puget Sound Chapter of the Financial Executives Institute. Your well thought out visuals really helped focus this group on a subject (cultural issues in mergers and acquisitions) that they will almost certainly face at least once and perhaps several times in their careers. (CFO)

I want you to know how helpful I found your recent seminar, "Making the Merger Work." When I was practicing law, even though I handled over 100 mergers and acquisitions for clients, I was not aware of many of the issues you discussed or the solutions you described. (Lawyer)

Of all the workshops I attended at the ODN Conference, I found your workshop on mergers and acquisitions had the content that I could apply immediately and effectively to an internal reorganization. Thanks, too, for the personal coaching following the workshop. (OD Director)

Your workshop on mergers and acquisitions was the best of several that topic at the ODN conference. My only disappointment was that your workshop was too short! You were kind enough to give me an hour of your time after your workshop. Your coaching gave me the knowledge and confidence that I needed to add value to our current acquisition. (OD Business Partner)

Ann presented a talk on "Learning Organizations" at The South Bay OD Network, an association of about 400 HR and OD practitioners. I have watched over 150 presenters since I organized the group. Ann's presentation was one of the best. Her content was excellent. Her style with the audience was smooth and comfortable. Her comments on this emerging concept were well organized and intelligent. She added genuine insight where there is mostly cliché. (OD consultant)

Your workshop on workplace conflict was the highlight of the ADR Conference. Very concrete and practical – not just theory. (Conference attendee)

I learned a lot in your workshop on communicating with patients, especially about how many things can interfere with the patient's ability to receive messages (stress, meds, lack of sleep, etc.). I assume the patient is listening a lot more! (Physician)

Comments from lawyers in the audience of "Forming Effective Relationships with Clients:"

- Very practical, useful information
- Simplified a complex situation
- Your style is engaging, pleasant, and easy to listen to

Comments from lawyers in the audience of "Dealing with Clients Who are Under Stress:"

- Excellent information for assisting attorneys in working more effectively with clients.
- She has a direct and excellent speaking style. She was aware of her audience.
- Materials were concise and in a format that was easy to follow
- She provided specific examples of the material.

I appreciate your forthrightness, your ability to zero in on the central issues, and your ability to convey information concisely and logically. (OD Consultant)

I was thrilled with the emphasis on cooperation among scientists. The tools you taught us for working together were extremely useful, as little formal time is ever set aside in the normal scientific environment for working on interpersonal issues. (Scientist)

Ready to get started? Or do you want more information?

Contact Ann Kruse at 425-391-1882 or send an email to Ann@AnnKruse.com. We'll discuss your situation and how to design the coaching program that will enable you to reach your goals. There is no charge for this consultation.