

Seventeen Gorman

ADVISORS LLC

"Innovation through Collaboration"



Creating Individual and Organizational Excellence via Leadership Development, Management Development, Mentoring, Coaching, Team Building, Skill Building

Achieving Excellence

Issue 3

December, 2015

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Welcome

Welcome to the December issue of "Achieving Excellence" which is inspired by clients and friends of **Seventeen Gorman Advisors**. We enjoy new ways of thinking and new ways of helping you achieve your goals.

Seventeen Gorman Advisors is a consulting practice focused on improving individual and organizational performance through skill building programs and developmental services.

Our approach to problem solving and issue resolution involves client participation at

all points in the process. Above all, we listen to our clients to understand their needs and goals so that the solution we develop together - as true partners - provides a sustainable business advantage.

Best Regards,

Jeffrey C. Leventry
Principal

In Your Quest for Excellence

"The heart of human excellence often begins to beat when you discover a pursuit that absorbs you, frees you, challenges you, or gives you a sense of meaning, joy or passion." - Terry Orlick

Seeking Clarity Through Coaching



As the autumn weather fades in the northeast and the cold winds blow to welcome early December, my thrice-weekly bike rides become more of an adventure. I prepare for my 50 minute workout with special riding gear, including insulated gloves and extra layers for warmth. Despite my efforts, on most days the first 8 - 10 minutes of my ride can be "bone chilling" until my body generates heat and my mind adjusts to the elements. For the remaining part of my workout, I "**get lost in the ride**" and block out the cold and wind that attempts to overcome me.

I achieve what many call a "runner's high" as my body produces a surplus of endorphins. When this happens, I start to see things more clearly which allows me to solve problems and create solutions for issues that have bothered me for days. On average, I am able to solve 2 - 3 problems during my ride as the normal interference fades away during my workout.

In like manner, creating the right environment for a productive coaching session is very important. For most of us, daily interference from a variety of sources prevents us from seeing situations clearly. As a result, the potential solutions to the issues or problems we face are unclear because of the obstacles that stand in our way.

During my coaching sessions, I invite the coachee to "**get lost in the coaching experience**" and block out the things that interfere with seeing the situation clearly. In order to create the right environment and achieve clarity I ask the coachee to meet with me one-on-one in a conference room that is away from his / her office space. I also request that we take a break from e-mail, voice mail and handheld devices that distract us from the task at hand. When we do this, we are able to tap into the individual's inherent capacity and discuss the situation with a sense of focus that permits creative thought and an exchange of ideas.

As I ask questions that help us understand the goal of our discussion and the

coachee's current reality, we begin to uncover the real issues and set the stage for developing options that can be explored further.

By the end of the coaching session, we normally uncover solutions that were unclear hours or days before because of interference and / or obstacles. We are also ready to articulate the way forward as the coachee makes choices for action, including next steps, milestones and other elements of the coaching action plan.

In closing, my role as a thought partner in the coaching session is to bring clarity to the issue and help the coachee develop a plan of action for tackling it. When we create the right environment and eliminate interference we optimize the value of the session and are able to develop a plan of action that ensures the coachee's success!

If you are seeking a thought partner to bring clarity to an issue, please contact me at jeff@17gormanadvisors.com so we can work together to create a proactive game plan that will lead to a successful outcome.

The Optimal Model for Sound Decision Making



I recently had the pleasure of teaching an MBA course at Rider University called **Managerial Decision Making**.

At the outset of the course, I challenged my students to create their own decision model that would be easy to apply and that will help people make sound decisions which yield better outcomes on a consistent basis.

Over a period 5 weeks, I facilitated 4 brainstorming sessions that were held during class. During the sessions students shared examples of good and poor decisions they had made, together with the decision factors that influenced their decisions. My students also provided me with descriptive words that described the decisions. For example, they suggested that the decisions were Smart, Optimal, Great, Wise and Ideal - among others.

We then compared the list of decision factors with the descriptive words to determine whether we could devise an acronym for our model.

After a series of lively debates, we agreed upon a name for our decision making model. It is called The "**OPTIMAL**" Model for Sound Decision Making, based upon the initial letter of each action verb in the model.

Model Definition:

The model is defined as follows:

- Originate options and ideas for formulating the decision
- Predict the likely reaction or response for each option
- Test your options with a trusted advisor or based upon your own experience
- Implement the optimal option as your decision
- Measure your progress as you implement your decision
- Adapt or adjust your plan to accomplish your goals
- Learn from this experience and apply what was learned to future decisions

We then brainstormed ideas that will help guide us in applying the model to real-life scenarios we may be faced with.

Model Guidance Notes:

- The model steps should be applied in a sequential order so users can view them as a process and apply the model in a practical way to make better decisions.
- At times, users may need to double back to an earlier step in the process based upon new information that has been obtained or learned.

Many ideas and paradigms exist for improving your decision making. The above model is just one approach that may help as you face life challenges.

If you are struggling with the ability to make better choices in life and work, and would like to improve your decision making outcomes, please contact us at jeff@17gormanadvisors.com.

Our offerings include the following:

Developmental Services

[Coaching](#)
[Management / Leadership Development](#)
[Meeting Facilitation](#)
[Mentoring](#)
[Team Building](#)

Skill Building Programs

[Influencing Skills](#)
[Presentation Skills](#)
[Project Management Skills](#)

Seventeen Gorman Advisors looks forward to collaborating with you.
Please contact us or visit our website:

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