



JANET FLOOD

# In your corner

**A GOOD COACH PUSHES** your boundaries to their limit. That is true whether you are involved in sports or trying to score points in your career.

Janet Flood is a corporate coach, and her company, Horizon Leadership, helps clients to change, learn, grow and become better players—at work or in life.

So who needs a coach? “I tend to work with leaders and entrepreneurs—anyone that is either working in isolation or in a demanding role,” says Flood. “I do proactive coaching, which is an investment to grow talent. Many clients are being asked to handle highly complex situations that are new for them (and) new for the company.”

Corporate coaching has been around for a while, but the job description has changed. At first companies hired consultants/coaches to do remedial work with former or current employees. The consultants that excelled at turning strong employees into champions became known as executive coaches.

Flood yearned to use her degree from Queens in social behaviour and had long been interested in the coaching process. She became a member of the Toronto branch of the International Coach Federation (ICF.) The ICF conduct a rigorous certification program, which Flood expects to finish this month by writing an exam. There are over 8,000 certified coaches worldwide. “Coaching is not a crowded profession,” says Flood. “But lots of people don’t have the training or the credentials.”

Flood draws on 20 years of management and volunteer experience, most recently as executive director of St. Joseph’s Health Centre Foundation.

“Managers and entrepreneurs hit plateaus,” she says.

“We clarify what they want to do. They ask themselves, ‘Do I have it in me?’ There is always this little voice that can hold you back or make you feel stuck.”

Flood’s approach is extremely positive, and begins with a simple question: “Describe your most joyous work day—what would you be doing?” She says coaching helps people navigate; her job is to get the client unstuck and moving forward in a new and different way. “I want my clients to take concepts and make it action,” she says. “We brainstorm the dream.”

Flood outlines specific goals in a contract with each of her clients and looks for ways to enhance performance. One of Flood’s skills is active listening. “Janet has a way of making you feel like you are the only person in the room,” says Mary Heisz, a lecturer in managerial accounting at

the Richard Ivey School of Business who knows Flood’s volunteer work. “She remembers everything you say and is just naturally excellent at what she does.”

“People that are being coached will have more clarity and focus,” says

Flood. “They will feel supported.”

Johnny Fansher agrees. His business specializes in socially responsible investing, and he calls Flood his confidante and cheering section. “For an entrepreneur, Janet is like having a board of directors,” says Fansher. “She encourages me to think big and reach far.”

As a sole proprietor, Fansher has seen his business increase exponentially during the past year spent working with Flood and has gladly renewed his contract. “I pay her and I don’t consider it an expense,” he says. “It’s an investment in me and my business.” ■ *Mary Ann Colihan*

## HORIZON LEADERSHIP

<b>BUSINESS</b>	Corporate coaching and consulting
<b>ESTABLISHED</b>	2005
<b>EMPLOYEES</b>	1
<b>MARKETS</b>	National
	<a href="http://www.horizonleadership.ca">www.horizonleadership.ca</a>