

## Meet Rhonda Jones Sparks



Rhonda Jones Sparks is the Founder & President of RJS Leadership Coaching. She is a leadership coach, consultant, facilitator, trainer,

and motivational speaker. She specializes in Strategic Organizational Development, Leadership Coaching, Performance Management, and key aspects of Executive, Management, and Team & Personal Effectiveness.

She brings over 25 years of personal experience in a wide range of operational, management and leadership roles in a global Fortune 500 corporation, plus several years of experience coaching leaders in non-profit, faith-based, academic and government organizations. She is recognized for her ability to engage diverse individuals, build effective teams, implement large-scale change, and achieve results. Helping people and groups clarify their vision and build communities in which each person is inspired and empowered to release their individual genius is her specialty.

She is a Certified Leadership Coach, a licensed and certified trainer and distributor of the reliable DiSC®-based assessments and training instruments from Inscape Publishing, and a certified trainer for the exclusive Influencing Options programs.

## What Clients Have To Say...

"Rhonda has been an invaluable help to my professional development. Her skills as an executive coach combined with her years as a business professional make her extremely effective in her role. She has helped me to focus on my own God-given attributes and to clear away obstacles to becoming a better executive manager, while having a more balanced life."

– **(Executive Coaching Client, name confidential)**

"[Our organization] is a great organization, but we lacked focus. We had all this energy and passion, but we didn't really know where we were going. We had a mission statement, but it wasn't missional. Rhonda immediately related to the staff, the Board, and our clients, and helped us find the words we needed to move forward. She took our raw passion and shaped it into something that was not only inspiring, it was challenging and visionary."

– **Dr. Brian Erickson, Board Member**

"Rhonda's work has changed the landscape of our organization. She has helped our Executive Team and Board create a dynamic vision for the organization and has led training for our entire staff, which has introduced us to a common language and helped each employee understand how his/her specific job helps the organization reach its overall goals. Rhonda's work with us did not include just a presentation of theory, but her active walk with us through implementation and beyond."

– **Susan Crow, President & CEO**

LEADERSHIP COACHING SERVICES



**Specializing in the development  
of Leaders & Organizations**

Church & Faith-Based  
Non-Profit & Service  
Academic & Government  
Small Businesses  
Mid- to Large-size Companies



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Organizations are made up of people who need to work together to accomplish the mission. The degree to which they are able to build strong relationships—with one another and in the processes whereby work gets done—will dictate the organization's results...negative or positive...bad or good...marginal or phenomenal.

**RJS Leadership Coaching provides a blueprint for building Sustainable Organizations...**

### **1. Develop Leaders**

We specialize in the development of leadership capability at all levels of the organization.

### **2. Build Relationships**

We put special emphasis on the relationships between people and processes key to achieving your desired results.

### **3. Achieve Results**

We not only solve the problems of today; we also build your capacity to meet future challenges on your own.

#### **We Promise to...**

- Accelerate results through big picture thinking, learning, and alignment of goals, ideas, and actions.
- Provide world-class content, tools, and resources to help drive performance.
- Bring expertise in a broad range of trends, best practices, and new ideas.
- Share the benefit of extensive experience in collaborating with individuals and teams to set targets, mobilize resources and achieve goals.
- Help you overcome the challenges of achieving high individual performance and creating and sustaining high-performing teams. Businesses, non-profit organizations, churches, academic institutions, public administrations,

and leaders from all sectors have leveraged our world-class content and approach to improve their performance and drive desired results.

## **Features**

### **Individual Coaching**

- Personal, private, confidential goal-setting, planning, problem-solving, mentoring and/or training for your specific situation.

- One-on-one application of concepts & ideas to your specific environment and challenges.

- Organizational & Team Coaching

### **Facilitation of:**

- Goal Clarification
- Needs Assessment
- Improvement Planning (Skills & Processes)
- Training
- Project Management
- Implementation Coaching
- Follow-up & Support

## **Benefits**

### **Increase...**

- Shared Vision
- Strategic Clarity
- Understanding of Expectations
- Trust
- Morale
- Teamwork
- Productivity

### **Decrease...**

- Conflict
- Organizational Stress & Confusion
- Personal Stress

### **Improve...**

- Communication
- Influencing Skills
- Problem-Solving
- Conflict-Resolution
- Leadership, Management and Supervisory Capabilities

- Customer Service
- Employee Empowerment
- Job Satisfaction
- Member Involvement
- Volunteer Engagement
- Organizational Results
- Stakeholder Satisfaction
- Quality of Life & Personal Satisfaction

## **Value**

### **Individuals...**

- Solve problems.
- Accomplish more with your time & resources.
- Change how you're perceived in the organization.
- Increase your ability to lead and manage.
- Learn to practice proven, world-class best practices.
- Improve your credibility in the organization.
- Improve your value in the job market.
- Increase your earning power.
- Have the career you want.
- Be fulfilled by your work.

### **Organizations...**

- Save time.
- Reduce costs & increase revenues.
- Solve systemic problems.
- Systematically develop solutions that engineer world-class performance.
- Increase the speed of workforce & organizational development.
- Involve & leverage people to improve organizational performance.
- Build capability to solve future problems.
- Build capacity to meet future challenges.
- Attract attention and the buy-in & support you need to succeed.
- Be the place where the best & brightest want to work.
- Fulfill your Mission.
- Achieve your Vision.
- Make work meaningful & fun again.