

Change Cycle™ Coaching and Training For Your Organization

THRIVE IN CHANGE

The Coaching Center of Vermont, Inc. (CCVT), announced that Lea Belair, Director of Coaching and Training, and co-owner of the Coaching Center of Vermont, Inc., has been awarded designation as a Certified Trainer for the Change Cycle™ series of organizational training programs.



The Change Cycle was developed 16 years ago by Ann Salerno and Lillie Brock. Their work was originally distributed by Interchange International Inc. which is known today as CCMC Inc. CCMC Inc., is an international training and development company with offices in metro Washington, DC and Durban, South Africa.

As a Certified Trainer and coach, Belair is able to offer organizational training programs for general employees and all levels of management, with formats ranging from 60-minute overviews to two-day manager training sessions. The Change Cycle Series is designed to assist people in gaining the perspective, tools, and vocabulary to accurately identify the specific issues and questions that are relevant to their implementation of organizational change.

Because of her coaching background and orientation, Belair pairs training with coaching for better return on investment. Studies show that coaching paired with training increased productivity by up to 88% when one-to-one coaching (for eight weeks) was added to a training intervention with managers. Manager productivity increased by only 22 % with just training alone. (Source: Olivero, G., Bane, K.D., and Kopelman, R.E. (Winter, 1997.)

In addition to training, Belair is available for keynote presentations and seminars, to help people and organizations thrive in change.

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