

What to expect:

We turn intentions into new behavior patterns that change lives through personal and business coaching. Harness the power of positive coaching in your client's leadership environment. Tap into your employee's highest attributes by identifying and utilizing the positive in your work environment and minimize the distractions, destructive attitudes and antiquated processes.

Offering in-house coaching programs by training your HR team, team building or project retreats to execute strategic development for the healthcare CEO. We utilize appropriate assessments and behavioral, perceptual as well as situational coaching to improve, develop and expand strategic planning, conflict resolution, time management, and service excellence. Implemented correctly, these initiatives can smooth mergers and acquisitions or engage and mobilize high-performance employees for positive change within healthcare organizations.

Are you a small business owner? Remember, YOU are your own CEO. Business coaching is just as important for small businesses. Same actions equal same outcomes. Monarch Continuing Education has been providing continuing education courses since 2009 and has a stellar reputation.

Registration for the next cohort is open! We have one or two live and one recorded course per week. Log on when you can, and finish as quickly as you get all the content and hours in! You are in control. We try to have one weekday at lunch session, one weeknight session, and one-weekend session, to accommodate everyone's schedule. You will be given a link to log on to the video conference or you may dial in on a phone. Sessions will be recorded for your review should you miss a session. Some hours will be practice coaching sessions that you record and submit.

Coaching Certification Programs:

*Certified Executive Coaching for MBAs

*Certified Executive Coach

There is a natural referral conduit from consulting to coaching and if you are continually frustrated with consulting plans that never get implemented because of barriers within the organization, this is a satisfying alternative. Our hope is to bring value to you be it personally or professionally. The coaching certification helped my family with interpersonal communication as well, keeping discussions non-heated at work and at home and gave depth to conversations with my children

There is no required attendance minimum per week, you will just get your certification and be ICF eligible after you meet the required number of hours. You could take three months or two years to complete the hours.

Please email Carmen Recupero for course objectives, details, costs and registration information. There are three options as far as additional optional accreditations once you are a certified coach and we can provide more information if you are interested. Certification program is \$2195 and you may work at your own pace.

Deliverables in addition to synchronous courses are 10 recorded practice coaching hours. This is a great way to get ten free professional coaching hours yourself! Topics covered in the additional synchronous and asynchronous sessions may include:

1. Coaching Techniques
2. Active Inquiry
3. The Business of Coaching
4. 360's and other assessment tools
5. Coaching Ethics
6. Developing Internal Coaching Programs
7. Interpreting and strengthening Behaviors in the Coaching Process
8. Interpreting and Strengthening Perceptions in the Coaching Process
9. Board Development and Maturation
10. Coaching Through Changing Times
11. Effective Communication in Organizations
12. High-Performance Cultures, Creating and Maintaining Them
13. Propelling and Empowering Employees to Act
14. Leadership Dashboard, Short-term, and Long-term planning
15. Managing and Leading Up
16. CEO Retention Strategies
17. Career Coaching
18. Personal Branding in Coaching
19. Developing Your Brand and Extending your Reach
20. Conflict Resolution
21. Quality and Excellence in Organizations
22. Strategic Planning
23. Succession Planning in Organizations and Small Businesses
24. The Person affecting Profession
25. Collaboration in Organizations
26. Teams-Organization, Leading and Coaching Them
27. Comprehensive Leadership
28. Time Management and Productivity Coaching
29. The First 90 Days
30. Mergers and Acquisitions
31. Execution-Leadership in Action
32. Influencing Others for Change and Growth

The Instructor:

[About Carmen](#)

Carmen Recupero is a healthcare executive with 25 years' experience in leadership roles with hospitals/health systems, long-term care, health care start-ups, and a principal at continuing education and consulting business. In 2010, Carmen created Monarch Continuing Education, one of only seven nationwide training programs for allied health certifications, and has taught hundreds of students in her

lymphatic certification courses. She has been a presenter for Cross Country/ Vyne Education since 2008, lecturing on various topics in healthcare management in leadership. From 2008-2015, Carmen was the owner/manager of Lymphatic Care Specialists, LLC, a full-service oncology clinic serving patients in Virginia. Carmen also worked for Kindred Healthcare from 1996-2005. During her time with Kindred, Carmen developed and grew employee development programs starting with on-boarding and expanding the continuum to develop employees as leaders as well as C-Suite executive coaching, in addition to providing strategic vision and oversight of a 90-bed comprehensive rehabilitation unit by adding and expanding outpatient and home health services.

Carmen is a results-oriented and experienced executive who empowers organizations and their C-suite executives in a direct yet collaborative manner. Strategic program development, implementation, and execution to increase customer satisfaction and profitability through proven frameworks is her specialty. She converts inefficiencies into best practices and marginal outcomes into sustainable results.

Carmen has her MBA from Darden School of Business, University of Virginia.