



Clear Impact

Simple truths. Consistently applied.



Dr. Joel M. Rothaizer, MCC, is an executive coach and organizational consultant with extensive training and over 30 years' experience in understanding the functioning of both organizations and the people within them. His focus is on leadership development, executive coaching and team/organizational effectiveness. He assists leaders in finding versatile styles that are more successful, authentic, and energizing. He assists teams and organizations in creating results-oriented cultures vitalized by collaboration and partnership, incorporating the alignment of clear hierarchy with the engagement and productivity of self-governing teams.

A Licensed Psychologist and Certified Business Coach, he is also on the faculty of the University of Miami Certified Professional Coach Program and Corporate Coach University, as well as a Certified Enneagram Teacher, Lectica Coach and Holacracy™ Practitioner.

Underpinnings of his work include Contextual Thinking (understanding behavior by first looking outside the person, rather than inside), Developmental Thinking (the different leadership "operating systems" that are increasingly more effective for dealing with complexity, ambiguity, and rapid change), Complexity, Polarity Management, Leadership Versatility, Practical Neurobiology, Living Systems and Mindfulness. The International Coach Federation has designated him a Master Certified Coach, their highest credential. He is one of only three coaches in Alberta with this designation.

Joel assists his clients in focusing on root causes rather than on energy-sapping symptoms, and in discovering unique and elegant solutions to seemingly complex problems. His clients have included Government of Canada, Ledcor, HSBC, AT&T Bell Laboratories, Province of Alberta, General Electric, IBM, ADP, Alberta Health Services, PCL, Edmonton Police Service, Skidmore Owings & Merrill, Italian Centre Shop, ATCO Structures & Logistics, University of Calgary, Rehrig Pacific, Exxon Mobil, New Belgium Brewing, PeopleSoft, Hagemeyer, Mellon, Wide Open West, StorageTek, Sanofi-Aventis, Ferrellgas, and Los Alamos National Labs. He and his partner, Sandra Hill, designed and for more than five years delivered the leadership effectiveness training for the top 800 leaders in the City of Edmonton. This program has some of the strongest outcome data in the world.

Coach Approach

- Coaching can be both face-to-face and telephone, depending on preference and location. My approach is highly customized to my clients, so I'm flexing to their needs and particular situations, rather than having them flex to mine. I can do longer or shorter coaching sessions, more or less frequent.
- Some of what's important in our coaching philosophy:
 - We see two distinct goals in coaching. One is assisting our clients in addressing their immediate issues. The other is capacity building, assisting them in being able to be more sustainably successful long after coaching has ended. This second goal requires more skill and experience on the part of the coach.
 - Coaching should not be just asking great questions. It's also about providing tools, models and perspectives that are cutting edge and actionable, enabling our clients to view their challenges and opportunities through new lenses and to increase their overall leadership confidence and competence through our work together.
 - It's important to assist our clients in changing behavior, as well as making sure that important stakeholders recognize those changes. This does not happen automatically!
 - Integrating our background and perspectives as organizational consultants is very important, e.g. understanding that all behavior occurs in context, and the root cause for much behavior lies outside individuals, rather than within them.