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How to Debate Ideas Productively at Work

Rapid changes are hard for any organization, but when I asked these leaders what their biggest challenge was they didn't say "scaling our tech infrastructure" or "hiring good people fast enough" or "integrating with our parent company". They were worried about how many damn fights their people were having...

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Lessons from Leaders - In-depth Profiles

Oscar Munoz: Learn to Listen, Improve Your EQ

"I know you hear all these axioms and all these superlatives and broad measures about live life to it's fullest and YOLO," Munoz told a student audience. "And you know what? There's a degree of truth to those things. You never know what's going to happen"...

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Coaching Corner – Joel's Article of the Week

3 Keys to Climbing the Corporate Ladder

Getting Ahead - Three Steps to take your career to the next level focuses on the three key factors that will propel people up the corporate ladder - improving perception, increasing visibility and exerting influence. Why should I focus on these three steps? Won't my work/professionalism speak for itself?

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Career Central - Tips for Career Changers

Here's How You Navigate Those "Informal Conversation" Interviews

It's hard to know how to approach these - do you wear relaxed clothes? Should you go full suit? There's no reason not to treat it like a full-blown interview in certain ways. Chances are, your future employer will make up their mind during this "chat" on whether or not they can see you working together...

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How You Know It's Time To Find A New Job

While it's important to protect your mental and physical health and to grow in your job, career experts caution that it's better to find a new job while you are gainfully employed than to quit on a whim and then start the hunt...

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Executive Presence: Convey Confidence and Command Respect as a Leader
The Institute of Management Studies

June 12th, 2019 - Pasadena, CA

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Stop Avoiding Difficult Conversations:

Practical Tactics for Crucial Communication

June 28th, 2019 - Webinar 1:30pm EST

[View Detail](#)

Current Executive Coaching Engagements



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- **Business as usual:** 52% of employees said that business continues as usual at their offices during the holidays, while 36% said their workplaces are generous and 13% called them stingy. (Spherion)
- **Holiday gift giving:** The most in-demand gifts that employees would like to receive from their employers during the holidays include: gift vouchers (29%), an early finish (28.8%), free bar at company Christmas party (20%), a physical gift (10.3%) and a charitable donation made in their name (7%) (Instantprint)

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"You gain strength, courage and confidence by every experience in which you really stop to look fear in the face. You must do the thing you think you cannot do". ~Eleanor Roosevelt

"Success means doing the best we can with what we have. Success is the doing, not the getting; in the trying, not the triumph. Success is a personal standard, reaching for the highest that is in us, becoming all that we can be". ~Zig Ziglar

Books Authored by Joel A. Garfinkle

Gain the Competitive Edge In Your Career



Garfinkle Executive Coaching - The top online resource for creating fulfillment at work.
Recognized as one of the best: Acknowledged as one of the top 50 executive coaches in America.
Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

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