

**Peter Risse**

*Bob's mentoring and coaching has helped me be a better coach and mentor myself.*

## ***When did you meet Bob?***

I met Bob in the fall of 2015.

## ***When did you start working together?***

I began working with Bob in September 2015.

## ***How has he helped you build a winning team?***

Bob's mentoring and coaching has helped me be a better coach and mentor myself. This has translated into a deeper connection to my teams and our collective focus on mission and values. As a result, our team members are focused on the right things and empowered to take action on achieving goals. They move fast, they do great work, and our programs have gained a solid reputation for quality, adaptability, and success.

**With Bob's coaching, our team members are focused and empowered to take action in achieving goals. As a result our programs have gained a solid reputation for quality, adaptability, and success.**

## ***What are the most valuable aspects of his coaching?***

Of greatest value is the ability to articulate and share values. This works with the teams involved by assisting with the identification of their own values, the values of a team, and how those things intersect to create a powerful values-driven organization.

Additionally, the values conversation has helped our teams connect with their respective clients, students, and/or constituents. Directly communicating our values helps others connect to us in a trusting, and open way.

**Bob's coaching works with teams by assisting with the identification of personal values, the values of the team, and how both intersect to create a powerful values-driven organization.**

## ***How has Bob's key coaching concept—to be yourself—helped you the most, both professionally and personally?***

The old view that our personal lives are to be left at the door is unhealthy and unauthentic. By being our true selves, I find that we are much more present, authentic, and relatable to each other and with our audience. This has proven incredibly valuable when working with inter-generational teams. It has helped my connection to my teams by allowing me to be vulnerable when needed to help coach through a challenge, etc.

***Do you find that Silence is indeed a key skill for being an effective communicator? WHY?***

I'm still a student of this! I do find that silence is an incredible communication tool—IF I am able to fully embrace it.

I find that silence (when effectively employed) allows the team member, client, etc. to think, consider, and respond in their own time, and allows for their own personal process to occur. The result is much more authentic and helpful to the overall process.

***From your perspective and viewpoint why is Bob's coaching approach effective in helping individuals build and develop their "Own Best Games?"***

At its core, Bob's approach is built on the concept of servant leadership and trust. By removing ego from the equation, we are empowered to grow, develop, and achieve authentically and without artificial constraints.

This approach draws the best out of each of us so that we are able to reach goals based on mission and values.

**Bob's approach is built on the concept of leadership through trust. By removing ego from the equation, we are empowered to grow, develop, and achieve.**

***Does Bob's key theme, "You are always at your 'Best' when you are Being Yourself " help you achieve your leadership goals?***

Yes. If we are being someone we are not, we spend time and energy masking ourselves. That is time and effort wasted. I would argue that people (consciously or unconsciously) recognize when we are not being our true selves and it erodes or delays trust.

***Based on your own experience, why does Bob's coaching and mentorship work for you?***

I am fortunate to call Bob a mentor and friend, and I suspect many of his clients have developed a similar relationship over the years.

Bob is an authentic human being who possesses a lot of wisdom and experience. Awareness of his own strength(s) doesn't prevent him from stepping back during a conversation and allowing another person to find their own wisdom and/or apply their own experience to solving a problem, or finding a better way forward. This is so fundamentally powerful to helping others find their own strength and leadership and is the difference between a mentor and a great mentor.