



# The Coaching Affect

## Career Readiness Best Practices

**Panelists: Dr. Rachel Sam (DRS, LLC), Gretchen McKinney (IncHRelement, LLC)**

**Organization: Career Immersion & Leadership Institute (CILI)**

**Moderator: Perry Sholes, Founder & CEO of CILI**

# Key Points

**Why This Matters**

**From Guidance to Growth**

**The Coaching Affect Defined**

**Career Goals**

**What We Have Learned**

**Call to Action**

**The Coaches' Affect**

**Contact Information**



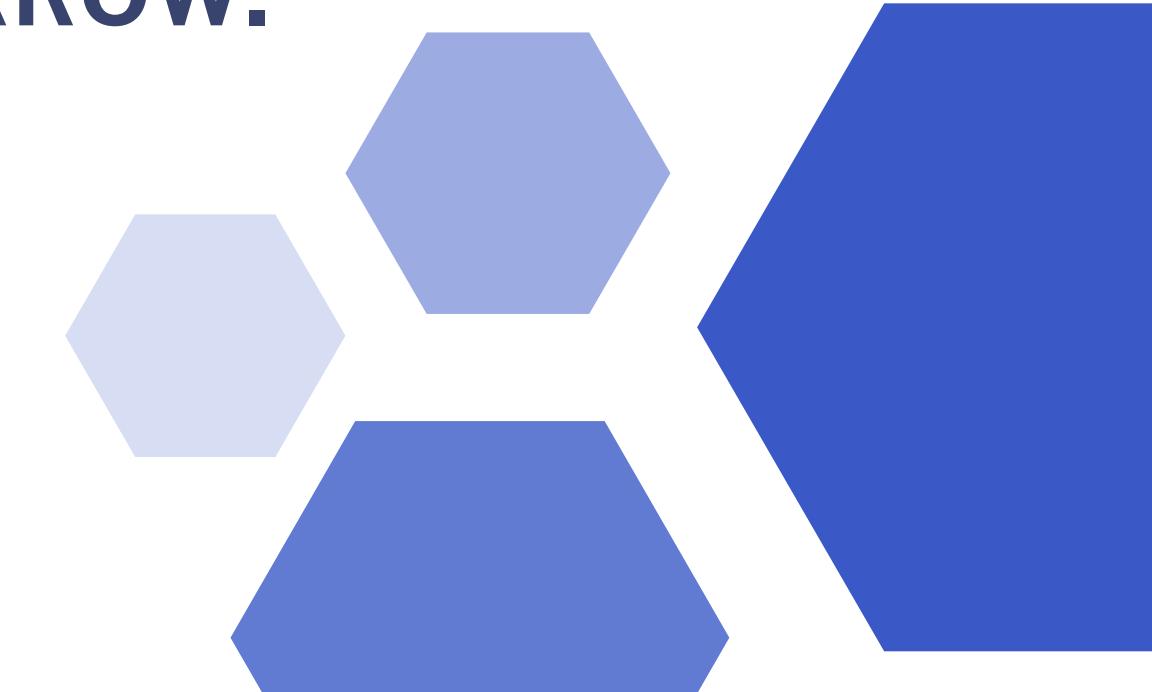
# Why This Matters



**According to The Strada Report**  
— Career success begins long  
before graduation.

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**Coaching NOW → Workforce  
strength TOMORROW.**



# The Coaching Affect Defined

High-impact, human-centered coaching that shapes behavior, habits, identity, confidence, and employability outcomes.





Over 60 Fellows were hired for Summer 2024 internships. Take a minute and show some love for a few of our employers and their interns.

60+ FELLOWS 40 EMPLOYERS 11 UNIVERSITIES



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Thank you for your continued support for the development of these dedicated young professionals. Your support guarantees their guidance and access to high level resources and coaching so they can remain here in Louisiana, focusing their talents at home.

We also want to express our gratitude for Council members, **Freddie King III** and **JP Morrell** and the Director of the City of New Orleans Workforce Development, **Sunae Villavaso**, for providing their support for the continuation of this valuable work.

# What We Have Learned

## 5 Years in the Making

- Students need timely, real world, honest information
- Career identity is developed — not discovered
- Coaching accelerates maturity + decision-making

# The Coaches' Affect

Coaches As	Relationship Building	Challenge & Support
Hiring Managers	Co-create trust	Professional boundaries
Mentors	Consistent transparency	Guided accountability
Entrepreneurs	Empowering independence	Space for reflection
Recruiters	Narrative reframing	Address behaviors with evidence-based feedback

# From Guidance to Growth

- Clarify goals → micro milestones
- Plan capacity, not hope
- Redirect back to outcomes continuously
- Support autonomy + agency



- Maturation into adulthood
- Better workplace literacy
- Higher confidence in career navigation
- Better employment readiness & retention

# Career Goals

## High School Juniors

Build trust, establish career identity, and introduce goal-setting habits.

## High School Seniors

Deepen coaching relationships, practice professional skills, and apply feedback through internships or leadership roles.

## College Freshmen

Focus on transition readiness – resume polish, interview prep, networking, and launching into career pathways.

# Call to Action

Career readiness can be:

- taught
- practiced
- coached

We coach them into success behaviors now, so that they can be successful for the future.



# Thank You

# Contact Information

**Gretchen A. McKinney, SHRM-SCP, SPHR**

Gretchen A. McKinney, SHRM-SCP, SPHR  
Chief People Strategist  
incHRelement, LLC  
[gretchen@inchrement.com](mailto:gretchen@inchrement.com)  
985-640-4320

[www.inchrement.com](http://www.inchrement.com)

**Perry Sholes, SPHR**

Perry Sholes – SPHR  
Founder & CEO  
CILI Career Immersion &  
Leadership Institute  
[perry@internshiptalent.org](mailto:perry@internshiptalent.org)  
973-723-1242

[www.internshiptalent.org](http://www.internshiptalent.org)

**Rachel B. Sam, Ed.D.**

Dr. Rachel Sam  
Founder & Educational  
Consultant  
Doctor Rachel Sam, LLC  
[doctorrachelsam@gmail.com](mailto:doctorrachelsam@gmail.com)  
337-541-1604

[www.doctorrachelsam.com](http://www.doctorrachelsam.com)