



## In Like a Lion, Out Like a Lamb

As March comes to a close, it is the ideal time to reflect on Q1-2024. We are sharing a strategy from Dan Sullivan's book, "The Gap and The Gain."

Look back at everything you completed over the past 3-months, even if it was not part of the plan. Focus only on the accomplishments and write them down, no matter the size. Then write down what you want to achieve next.

Listen or read the book to learn how this approach helps to rewire your brain and get more accomplished.

**We build leaders ON and OFF the golf course.**  
**Good company culture is good for your bottom line.**

When I was working on Wall Street, I dreaded the team-building activities. We were together for a random activity to help us get to know each other, outside of the office. It rarely helped us work better together, inside the office. I never understood, how will this help. Why did any leader think tug-of-war, cooking classes, escape rooms, or paintball would help?

Our clients are leaders looking for a team-building activity because there is a desire for people to collaborate more and something is holding them back. Recognizing there is an opportunity for change, is a good start. When your employees do not work together or efficiently, it impacts your company's culture, which affects your profitability.

**It affects your bottom line.**

### How does IN-18 help?

#### Team-building for Business Organizations

We design the team-building activity, to meet the needs of the team. We connect with the leaders and employees to understand what they each believe is holding them back from achieving and delivering on the company's goals. The team-building experience is designed to help organizations move forward.

#### What we provide, unlike any other

Organization Assessments: Individual and Group Coaching: Custom Team Dynamic Solutions: Versatility

Contact us to learn more



Our most recent team-building experience did not take place on the golf course, however, we leveraged our **experiential learning model** to deepen the team's ability to connect and relate during the activities. We deliver a team-building experience that is designed to impact participants **AFTER** the activity ends. The greatest impact is when we can enhance an individual's self-awareness, throughout the group activity.

## LJ earns the PCC Credential

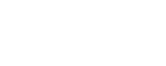
### Have you heard about ICF?

"The International Coaching Federation (ICF) is the leading global organization for coaches and coaching. ICF is dedicated to advancing the coaching profession by setting high standards, providing independent certification, and building a worldwide network of trained coaching professionals." - [ICF website](#) On March 8, LJ completed the steps required to be recognized by ICF as a PCC-certified coach!

At IN-18 LLC, we believe one of the most important things you can do for yourself, is continue to invest **IN** yourself. We infuse the coaching methodology taught by the International Coaching Federation (ICF - the gold standard in coaching) in our team-building design. While the execution of our service depends on the organization's needs, it is NOT one-size-fits-all because no organization is the same.

There's no magic pill for toxic culture, however building employees' self-awareness leads to changed behavior, from the top-down and bottom-up.

Then leaders can focus on the middle managers, who need the most support.



## Congratulations!

LaToya J, you just earned a badge from ICF  
Credentials and Standards 🎉



Professional Certified Coach (PCC)  
Issuer: ICF Credentials and Standards

## Our Other Services

#### Curriculum for Schools

Our exclusive curriculum package, is meticulously designed for educational institutions aiming to integrate the nuanced concepts of Social Capital, Golf, and Business into their teaching frameworks. This comprehensive suite includes: Lesson Plans: Tailored, step-by-step guides to navigate through each module effectively.

#### What we provide, unlike any other:

Holistic Development: Engagement and Interaction: Professional Development: Future-Ready Skills

Contact us to learn more

#### Workshops & Activities for Business Organizations

##### Golf and Business Social Capital Presentations:

A dynamic, interactive presentation designed to enlighten your team on the power of social capital in the business world, using golf as a compelling case study.

##### Golf and Business Panel Discussion Moderation:

A professionally moderated panel discussion that brings together industry experts to explore the intersection of golf, business, and social networking.

##### Golf and Business Outings Facilitation:

An expertly facilitated outing that combines the enjoyment of golf with practical lessons on building and leveraging business relationships and networks.

#### What we provide, unlike any other

Networking Through Leisure: Expert Insights: Enhanced Team Dynamics: Versatility

## Save the Date, Friday, July 26



IN-18 LLC will join as a sponsor at the Finer Life Golf Foundation, Incorporated's annual fundraiser golf outing. Last year, we supported as the event organizer, this year the event will be led by the nonprofit.

Finer Life Golf Foundation, Incorporated is a 501C3 non-profit that delivers after school golf programming and summer programs to introduce the game of golf to underserved children in New York City and Long Island. Every IN-18 LLC client can become a sponsor for demo days in the community and after-school programs. We invite our clients to also join as partner for their CSR employee/community projects.

Visit [the website](#) to learn more and follow [Finer Life Golf Foundation, Incorporated](#).

## A few more events from March...



LJ Finney sat on a panel at SUNY Westbury for Greek Unity Week, Beyond the Letter, careers after college where she shared insights on entrepreneurship and following your passion.

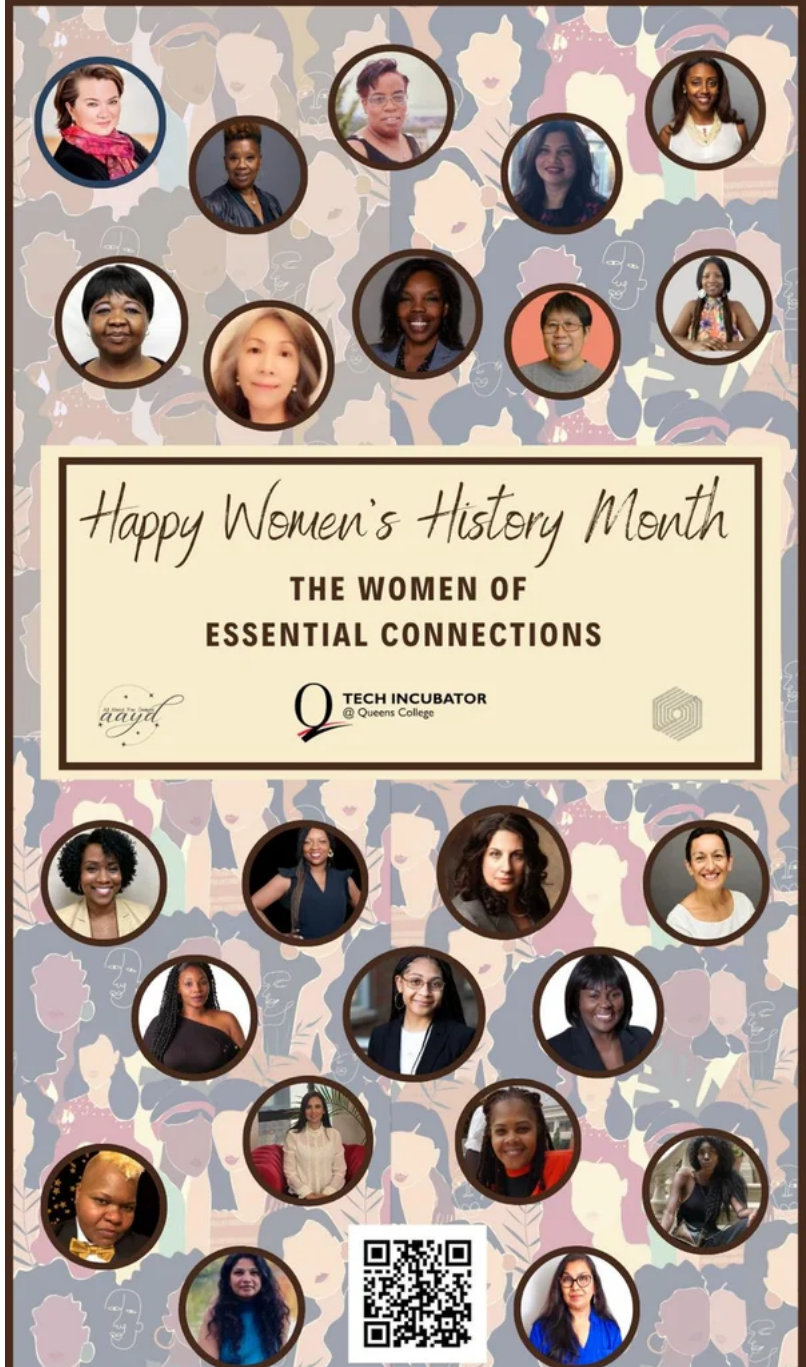
She also joined a panel "Women in the Workplace" hosted at LIU for Women's HerStory month where she offered undergraduates the key to mastering networking on campus.



Also in March, LJ attended a moderated dialogue with author of "Dream Big and Win" Liz Etling, led by Dawn Kelly of the Nourish Spot. As a member of the Essential Connections group, led by Ying Zhao of the Technology Incubator at Queens College, many of the events and activities serve as a resource for small business owners. We are a resource for each other, we are [Essential Connections](#).



## Women making His Her Story Daily!



Feel free to share this newsletter with colleagues and on social media.