



## Cashing Reality Checks in April

This month we were inspired by the book "The New One Minute Manager" by Ken Blanchard and Spencer Johnson. Our favorite excerpt was "a problem only exists if there is a difference between what is actually happening and what you desire to be happening." Recommended by business coach Makisha Boothe of SistahBiz, this book was a fast read and faster reality check. While this book focused on helping leaders empower others, the recommendations helped us reimagine how to support CEO coaching clients, who need help motivating their leaders become independent thinkers and give better feedback.

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

Many of the leaders we work with are interested in giving back and supporting underserved communities through ESG and CSR programs. After working for 20 years in corporate and 15 years supporting children in local communities, how we could help became really obvious.

IN-18 LLC delivers team-building through golf but did you know your company can give back directly to communities in need through the work we do with Finer Life Golf Foundation, Incorporated?

[Contact us to learn more](#)

## How does IN-18 help?

### Team-building for Business Organizations

"Putt Fore-ward" is our trademarked corporate CSR and ESG-aligned team-building activity managed by IN-18 LLC, where employees engage with local children from the Finer Life Golf Foundation's community clubs. Teams of up to 40 participants assist children in learning about careers and golf skills, either on-site or at a local driving range. This impactful initiative was created after Curriculum for Schools. Led by IN-18 LLC, the activity fosters team bonding while supporting children's personal and educational development, demonstrating the company's commitment to social responsibility and environmental, social, and governance initiatives.



## What about Coaching?

In the current market it seems like many people are adding coach to their skillset and we think it is great. In the past Middle Management was not the most coveted title (it still isn't), yet it is a critical career stepping stone for many on the path to VP and Managing Director. In the past leaders were offered a Dale Carnegie course or an internal training designed by Human Capital. When did leaders get a chance to identify their limiting beliefs or address their own imposter syndrome? Rarely. Executive Coaches were only offered to Senior managers while middle managers, with no self-awareness, wreaked havoc on their subordinates causing Human Capital to manage the attrition and employee turnover.

Harvard Business Review discusses the financial benefits of investing in coaching for staff retention like reduced turnover costs, increased productivity and performance, enhanced employee engagement and retention of institutional knowledge. "Coaching is not giving advice or telling someone what to do. It's not therapy, mentoring, or consulting either. Instead, coaching focuses on helping people discover their own solutions, make their own decisions, and reach their goals through support and guidance. Coaching is about empowering individuals to find their own answers and take action towards their aspirations."

At IN-18 LLC, we excel in coaching leaders and individuals on transferrable skills, self-awareness and most importantly, the whole person.

Have you considered coaching for your team?

## 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](#)

## Out and About in April



Every Wednesday, 1 Million Cups (IG: @1MCNYC) provides a supportive, inclusive space for entrepreneurs and their communities to gather and connect, where they can work through business challenges and identify opportunities.

Led by Ying Zhao of the Technology Incubator at Queens College, this month two meetings were held simultaneously online and in-person at Dawn Kelly's newest location, The Nourish Spot BK at 277 Malcolm X Blvd, Bedford-Stuyvesant, Brooklyn. 1MC fosters entrepreneurship and helps support an economy that works for everyone.



We sat with Dr. Ife Damon to strategically integrate STEM specific workforce development into our leadership curriculum. Did you know our passion for STEM started before college, imagine being able to help guide children toward careers in STEM, what about careers of the future? When I was in college, I majored in Computer Science and the future was limitless, look where we are today. To be successful in tomorrow's workforce, everyone must learn how to leverage existing skills, are you ready? What transferrable skills are you prepared to take into emerging markets like sustainable energy? Let's talk.

## Golf Season is Here, Get Out and Play!



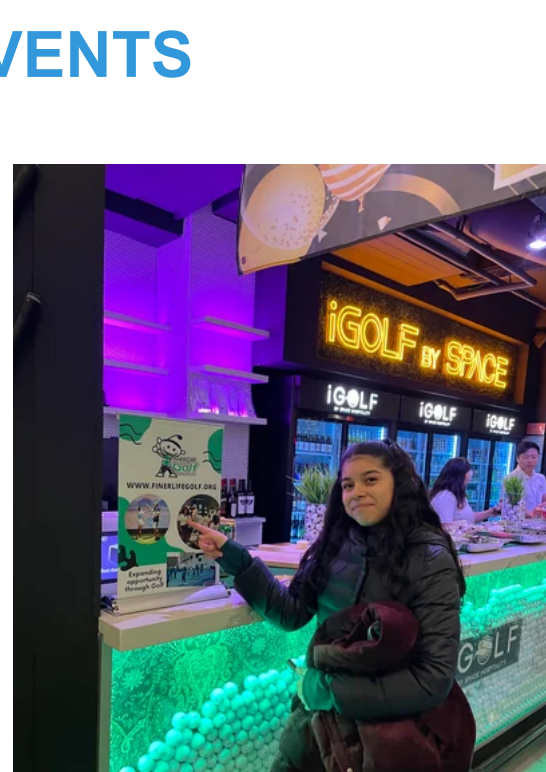
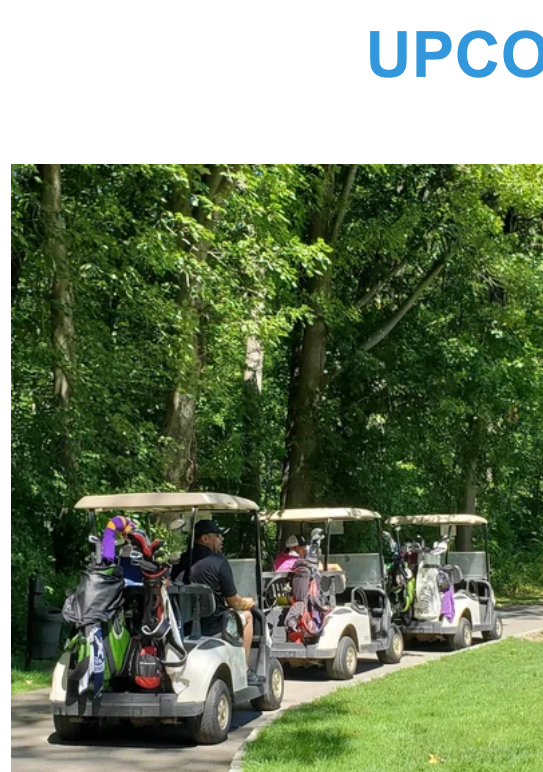
We opened the season with a series of meetings at golf courses across the Tri-State from BX to NJ. The highlight was being able to reconnect with LPGA NYC chapter members Jessie Punia (President) and Ray Zeng, for the first event of the season at Galloping Hill Golf Course.

To become a better golfer, you must play with better golfers. This is also applicable in business and in life. To be a wiser entrepreneur, surround yourself with entrepreneurs that inspire you. To have a more positive disposition, surround yourself with optimistic people.

Remember to pay it forward and be an inspiration to someone else.

Join us this season as we pay it forward, by helping children in the community learn about the professional and personal benefits of golf.

## UPCOMING EVENTS



## 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](#).

## Social Impact x Tech Miami 2025



Join us for an intimate salon-style event in Miami in April 2025, bringing together BIPOC individuals and organizations to explore solutions in Sustainable Energy.

This pioneering event, in partnership with "Jess Say It," is aimed at fostering unity, collaboration, and empowerment among BIPOC communities in Miami and New York City in building the future of Sustainable Energy. Through engaging panel discussions, interactive workshops, and networking sessions, participants will explore the unique challenges, opportunities, and shared goals that unite BIPOC individuals and organizations across these regions.

[Join the list to learn more.](#)

Feel free to share this newsletter with colleagues and on social media (@in18llc).