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## **McKinsey Report Confirms Executive Coaching Helps Women Advance Careers Further**

*Albuquerque, NM* – A new report shows inadequate career development keeps women from reaching top corporate leadership positions. That's no surprise to Executive Coach Lenann McGookey Gardner.

“Women in middle management don't usually receive the coaching, leadership training, and mentoring that helps them climb higher on the corporate ladder,” said Gardner. “Women can benefit from coaching to further their careers – they just need to take action to get it.”

The new report by management consulting firm McKinsey & Co. examined barriers to women's advancement in corporations. The study found that most companies don't put middle management women in programs to help them develop their abilities so that they qualify for the next promotion. Many women's ambitions sour as barriers to advancement become increasingly insurmountable.

While the McKinsey report suggests businesses work harder to change the mind-sets that limit women's opportunities, Gardner suggests women in business take responsibility for their own advancement.

“Women who get executive coaching stand out from their peers,” said Gardner. “They get better at interacting with high-powered people, dealing with office politics, and achieving better work life balance. It's so gratifying to see people I've coached go on to achieve amazing things.”

Another challenge women executives face is a lack of role models. The report noted that only 11 chief executives of Fortune 500 companies are women, and just 26% of vice presidents and other senior managers are women.

Gardner, who rose from an associate marketing representative of a Fortune 100 company to vice president of a major diversified corporation, mentored and developed hundreds of subordinates along the way. She holds an MBA from Harvard Business School.

“Sometimes, what you need is an impartial, objective confidante outside of the corporation, who can help you see reality clearly,” said Gardner. “An executive coach can be a sounding board, a mentor, and yes, even a role model.”

Women can take an online assessment to see if Executive Coaching could help their individual situations at <http://youcanleadcoaching.com/assessment/>.

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Lenann McGookey Gardner provides professional coaching in leadership, communication, marketing, and business development skills. Over the last 19 years, she has worked with hundreds of professionals, including consultants, accountants, hospitality executives, scientists, engineers, and attorneys, to hone new skills and generate millions of dollars in new business. For more information, visit <http://YouCanLeadCoaching.com>.