

Dr. Joseph Sclafani of Change Management Associates International to be Featured on CUTV News Radio

FALLS CHURCH, VIRGINIA, USA, February 8, 2017 /EINPresswire.com/ -- Executives in new roles often find they are not entirely clear about what their new responsibilities are and how their goals will change. Some of this is caused anxiety: will they be up for the new challenges? These individuals had been successful in their previous roles; now, suddenly, they're holding back. So how do you help people move through change as it is unfolding all around them?

"Fear is such a basis for what people do," says Dr. Joseph Sclafani, "The key is to identify the fear, bring it to the surface and look at it rationally, coolly, to see if there's a foundation for it. Often there's little or no basis for their fear. It's more a habit that reflects unexamined assumptions or beliefs."



Dr. Sclafani is the president and founder of Change Management Associates International, a management consulting and executive coaching practice. As a coach, Dr. Sclafani works with individuals to improve their organizational performance by facilitating insight into their leadership behavior and style, clarifying purpose and enhancing the client's ability to manage self and others in a changing organizational environment.

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Sclafani transitioned into coaching after a long career in executive leadership positions, though he says coaching has always been a component of his management style. With more than 30 years of experience in the planning and management of organizational change through individual and group coaching, Dr. Sclafani brings a unique perspective that links individual performance issues with larger organizational and social dynamics.

“I think I was just wired this way,” says Dr. Sclafani. “I grew up in a neighborhood with a large

immigrant population. From an early age, I was exposed to multiple perspectives. It was something I internalized and it's become a big part of what I do and who I am."

Dr. Sclafani says what distinguishes coaching from consulting is that the client is developing solutions in partnership with the coach. They learn to ask questions about their personal values, experience, and environment to be more effective in responding to challenges.

"Coaching is built on trust and confidentiality, especially for senior executives. They are able to express their doubts and engage with someone outside the problem," says Dr. Sclafani. "The coaching style is very much that the client drives the agenda. I don't come with a bag of solutions. If they're having challenges, my role is to help them see, largely through reflective inquiry, how they can develop their own solutions and act on them."

CUTV News Radio will feature Dr. Joseph Sclafani in an interview with Doug Llewelyn on February 10th at 12pm EST and with Jim Masters on February 17th at 12pm EST

Listen to the show on [BlogTalkRadio](#).

If you have a question for our guest, call (347) 996-3389.

For more information on Change Management Associates, visit <http://www.cmai-inc.net>

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