

# Coaching and Career Development

*It's All About Your Growth and Success!*

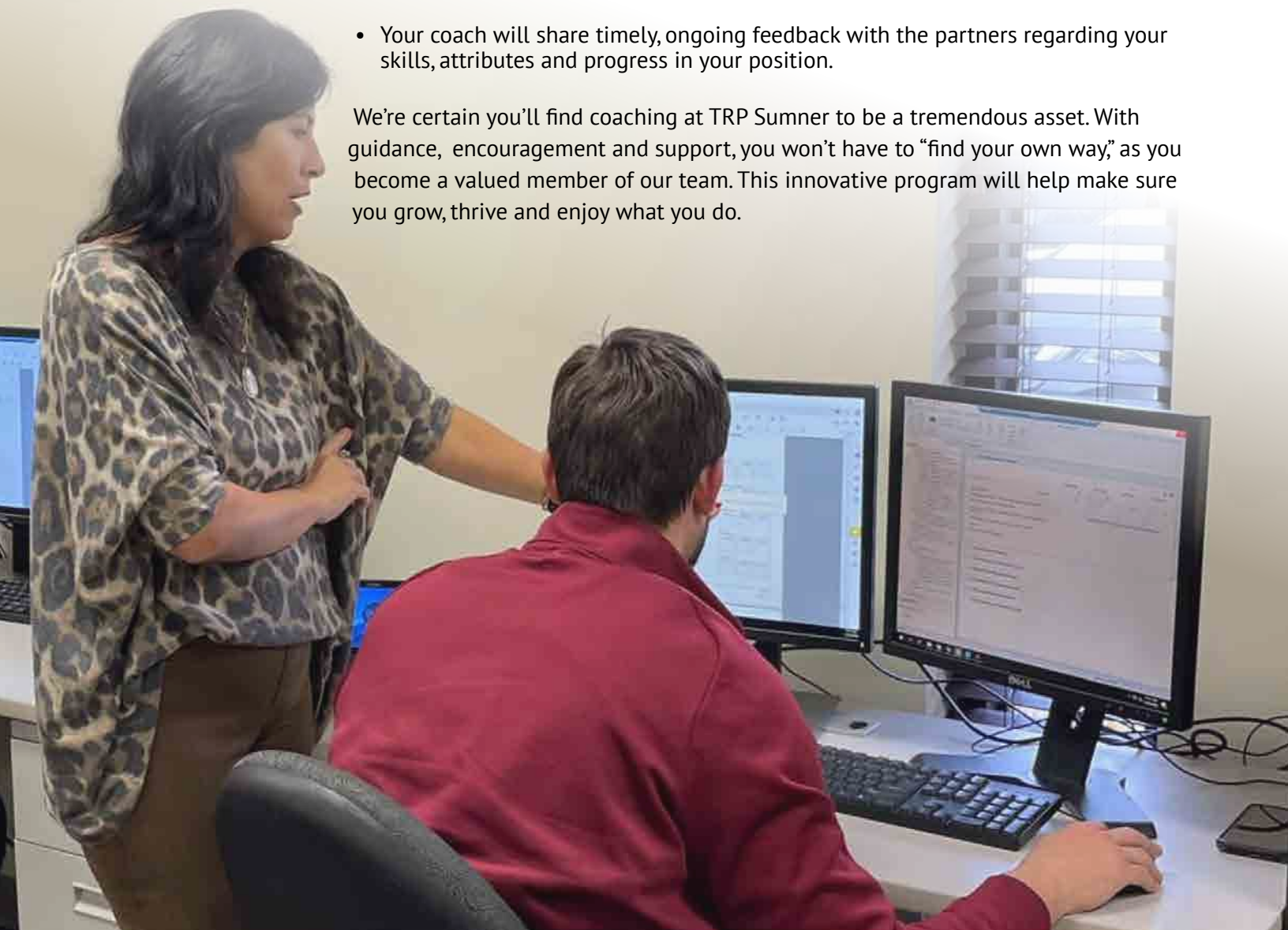
There are many accounting firms where you can start your career as an accountant. But what should you look for when choosing a firm? Is there something that can truly make a difference for your career?

In addition to the standard benefits most firms provide, there's one that may not be on your radar. At TRP Sumner, our proven Coaching and Career Development Program can strengthen your skills and talents, so you kick off your career on the fast track!

Here are just some of the benefits you will realize by having a coach at TRP Sumner.

- Coaching will allow you to be expertly and extensively trained in all aspects of your position, at every level you achieve.
- Coaching will help you be organized and balance your workload.
- Coaching will challenge you as you grow in your position and on your career path.
- Your coach will be your mentor, give you career advice and strive to help you to advance in your position to get promoted!
- Your coach will help you set and achieve your goals – and measure your performance against them.
- Your coach will share timely, ongoing feedback with the partners regarding your skills, attributes and progress in your position.

We're certain you'll find coaching at TRP Sumner to be a tremendous asset. With guidance, encouragement and support, you won't have to "find your own way," as you become a valued member of our team. This innovative program will help make sure you grow, thrive and enjoy what you do.



## Career Development - Above and Beyond

Team members who stand out as future leaders can be nominated to join our **Emerging Leaders Academy**, where they can develop and hone skills that will help them make a positive impact on the firm and their colleagues. The Academy curriculum covers areas that include:

- Decision Making
- Team Building
- Conflict Management
- Marketing and Rainmaking
- Leadership Styles

Staff who become part of our senior leadership team participate in the **Executive Leadership Coaching Institute**, where guest speakers from across the nation deliver presentations designed to instill a partner-level mindset, addressing topics such as:

- Delegation and Assertiveness
- Becoming a Trusted Advisor
- Client Retention
- Legal, HR & Compliance

Before you make the all-important decision on where you want to start your career, talk to us! We're not offering a job – we're offering the start of a rewarding career. And we're certain you'll love our stimulating, supportive team-oriented work environment, including the added benefits of the TRP Sumner Coaching and Development Program.



***Ready to accelerate your path to success?***

***Or maybe you're looking for a change with more opportunity for growth.***

***Send us your resume now:  
tgoodwin@trpsumner.com  
Or call [Tammy phone?]***

