

Eager to unleash the unique leader inside of you?

Learn how Merideth Mehlberg helped Elene Terry transition to a new job, expand her leadership abilities, and show up more confidently as the leader she wants to be



"Merideth brings a great mix of coaching, consulting, psychology, and relationship knowledge into our sessions. It gives me so much information that I can use to make decisions that are best for me. Working with Merideth has helped boost my belief in my ability to do what I need to do."

ELENE TERRY

DIRECTOR, SILICON ACCELERATORS AT
FACEBOOK REALITY LABS

Elene Terry first connected with Merideth Mehlberg when the Silicon Valley company she was working for went through a significant structural change.

She'd begun to contemplate what role she really wanted to have within the organization, or whether she wanted to leave and take a position elsewhere.

She wanted to work with an executive coach to help her weigh her options and think through the next six to 12 months of her career, so she reached out to her network to get some names.

"I started talking to a few executive coaches, and one of them said what I was really looking for was a mix of career coaching and executive coaching, which are two separate modalities," Elene said. **"Luckily they knew Merideth who does both."**

Elene reached out to Merideth and, for the first three months, their work centered on career coaching – with Elene deciding to stay with her company through the structural change.

Their coaching partnership paused for a while but after acclimating to her new role and confronting some common leadership challenges, her work with Merideth reconvened – and this time focused heavily on executive leadership.

"We shifted our coaching to focus on the things that I need help with specifically," Elene said. "Merideth recognized that



I needed not only coaching, but also consulting, and she stepped up to do that.

”

"I have some very strong intuitions about what I want to do, and she helps me assess if my intuition is correct or if I have blinders on. Her mix of consulting and coaching really opens up my perspective."

About a year into their partnership, Elene had Merideth conduct a 360 assessment.



Merideth created a set of questions that she asked Elene's colleagues and senior leaders on her behalf – which yielded some very insightful feedback.

"She got really great honesty from the people she talked to," Elene said. "They felt comfortable talking to Merideth and then she passed that feedback, in a confidential way, on to me. **And because we had built a trusting relationship, she relayed their feedback in a way that I could receive it.** It helped me immensely to think about what I need to do to be perceived differently."

One of the biggest shifts in their work together has been the way Elene views leadership, and that **there's not just one way to lead.**

"Merideth likes to call my style of leadership innovative, and while I haven't fully embraced that term yet, I have developed

a lot more confidence in my way of leading," Elene said. "I've realized that maybe my style isn't the way my bosses have led in the past but it's still viable.



"I've learned that I can lead in the way that's unique to me and feels right even if it's not what other people have done."

She said it was this exploration of leadership styles – and specifically her desire to see different ways of leading – that led her to leave her company in 2021 and take a new position.

"I wanted more experience seeing the different ways that leadership could be done," Elene said. "A big part of my journey with Merideth has been understanding that there are different ways of doing things, specifically as it relates to leadership."

Like any new role or new company environment, it comes with its unique set of challenges, and Elene has had the benefit of working through her particular challenges with Merideth.

Elene said she usually comes into one of their sessions with a few topics that she'd

like Merideth's support with, and then they decide on the most pressing issue to focus on during their time together.

Those topics can be tactical and task-oriented

— like reviewing her slides for an upcoming all-hands meeting — or they can be much broader, like how to take advantage of opportunities to interact with other leaders in a way that shows a wider range of her personality.

No matter what they're focused on, Elene appreciates Merideth's ability to help her see patterns and provide a big picture view that she might otherwise miss.

"Because we've been working together so long Merideth knows the context of my organization, and she'll often draw connections between different things I'm working on and help me connect dots I might not have seen," Elene said. "It helps me take the blinders off and provides more perspective."

Elene said she also loves Merideth's willingness to offer support and coaching even when they're in between sessions.

"I had some key attrition last year while I was on vacation," Elene said. "Merideth sent me a video and essentially coached me through it that way. She's always reaching out to fill in those gaps to make people feel supported."

Yet above all, Elene benefits the most from Merideth's style of coaching and consulting, which offers her a wide range of input from which she can make the best decisions.

"Merideth is much more well-rounded than other coaches because she brings in coaching, consulting, and psychology, and she also understands relationships," Elene said. "She asks me a lot of questions about whatever we're talking about in our session and then she offers up how other leaders might view the situation or what she's seen other leaders try.

"It's a great mix of analyzing how and why I'm thinking about something a certain way and the broader perspective of how others might see it or handle it. That approach has helped me think about my own leadership, what's important to me, and how I'm communicating that to my organization. It is very valuable." 🌙



To learn how Merideth's unique style of coaching and consulting can **help you develop as a leader**, go to meridethmehlberg.com.