



Overview of the Coaching Process

An engagement, typically 6 months in duration, is designed to address the unique developmental needs of mid to senior level Executives. From the initial process of visioning and establishing expectations to final evaluation, the process is designed to maximize performance results. Our approach has five (5) components:

Visioning/Initial Assessment: With both stakeholders and the leader, we conduct an initial review and evaluation of expectations, rewards and consequences, associated with developmental objectives. At this stage we begin to align views, outline the coaching process and discuss issues of confidentiality and communication. This stage builds a trusting environment for the executive to safely explore and clearly establish their vision of success.

Discovery/Data Collection: Raising awareness associated with their perceived leadership is a critical element in establishing which behaviors contribute to, and which detract from, a leader's effectiveness. Our process leverages both 360 instruments and the Hogan Leadership series of assessments to foster awareness and a dialogue around key opportunities.

Design/Planning: Utilizing an (IDP) Individual Development Plan framework, we clearly capture the goals and actions around the areas revealed as most critical to taking their performance to a higher level. As the developmental objectives are captured and established, actionable steps to achieve each goal are defined to provide a detailed map for achieving success.

Delivery/Execution: During this phase the coach and executive routinely connect in person, or by phone, based on a schedule designed by client and coach. During these meetings, the coach and executive review the progress of established IDP goals and actions, work on specific behaviors and barriers related to the goals, and address other issues as needed.

Evaluation: The coach and the executive work together to periodically conduct an evaluation of what has been achieved toward the IDP established goals during the coaching process. Additionally, the executive's stakeholders are interviewed at predetermined intervals to gain feedback on improvements in the executive's leadership and to identify areas that may need further improvement. Success is measured by the progress toward reaching established engagement goals.