

Accelerated Development Coaching

Accelerated Development Coaching is for any leadership level within the organization. Coaching is facilitated through one-on-one interactions during a 3 month period, with the opportunity to further extend on a monthly basis. Accelerated Development Coaching is an experiential and individualized leader development process that accelerates a leader's capability to achieve short- and long-term organizational goals that targets both mindsets and skillsets necessary to be successful.

Process

- Pre-Coaching Foundation Sessions that establish a relationship of trust and confidentiality.
- Situational analysis/review of feedback and input from manager and their supervisor to understand and effectively design appropriate coaching approaches to support objectives and desired outcomes.
- Review of the Personal Communication Assessment for insights and discussion of potential modifications to communications.
- Interview 360 with colleagues and direct reports & data consolidation.
- Creation of a development plan with results-based action plans for continued growth.
- Work the plan and make adjustments as needed.
- Final three-way meeting with manager, supervisor, and coach.
- Supplemental coaching for follow-up of results and action plan execution.

Outcomes

- Results-based action plans that facilitate continued growth and development.
- Increased confidence and ability to lead people and teams more effectively.
- Positive feedback from manager's supervisor regarding performance improvements including communication delivery.
- Other measures of success to be determined during initial assessment sessions.



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