

Executive Coaching

Executive coaching is an experiential and individualized leader development process that accelerates a leader's capability to achieve short- and long-term organizational goals. It is facilitated through one-on-one interactions for a 6 to 12 month period, driven by data from multiple perspectives, and sustained by mutual trust and respect. The organization, the executive, and the executive coach work in partnership to achieve maximum impact.

Process

- Establish a clear basis and purpose for working with the executive and define the roles and responsibilities of those engaged in the process (executive, executive coach, and individual's leader).
- Conduct a pre-coaching needs analysis that:
 - Utilizes assessment tools – may include skill-based, psychological and organizational testing, 360 instruments, and interviews within the relevant environment.
 - Identifies specific areas for targeted development.
 - Aligns the individual's capabilities with business needs.
- Create results-focused action plan for development.
- Exploration, definition, and implementation of the executive's leadership and the organization's business objectives.
- Identify and leverage strengths plus diagnose weaknesses for enhanced focus on development needs.
- Identify improvement strategies and resources for development action plans and sustained behavior change.
- Executive and coach partnering to work the development plan and measure results.
- Provide closure to the process and outline future actions.
- Create a follow up plan to assess continued improvement.

Outcomes

- Enhanced leadership capabilities and new ways of thinking and acting that generalize to other situations and roles.
- Increased focus on critical objectives and behaviors that impact organizational and job success.
- Increased ability and confidence to lead people and teams more effectively.
- Action plan for continued leadership improvement.
- Developed skills and habits of self-reflection that ensure that learning will continue after coaching ends.



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