



Executive Coaching Method

Discover Expectations



- Establish Expectations/Outcomes with Sponsor/HR
- Assess Organizational Culture
- Determine Individual Client's Needs
- Negotiate Expectations & Outcomes with Client
- Meet with Sponsor & Client to Define Success
- Write Engagement Letter to confirm Outcomes

Outcomes:

- Confirm Value of Key Executives
- Identify Critical Success Factors
- Heighten Self-knowledge
- Develop Leadership Competencies
- Sustain Behavioral Change

Assessment Phase



- Conduct In-depth Career Assessment Interview
- Complete On-line Psychological Assessments
- Conduct Face-to-Face 360° Assessment Interviews
- Ph.D. Feedback on Psychological Instruments
- Coach Provides 360° Feedback
- Identify Strengths and Development Needs
- Prioritize Personal Development areas — write plan

Outcome Oriented Coaching



- Shadow Client to Validate Development Issues
- Finalize Development Plan & Present to Sponsor
- Re-align Goals with Sponsor/Client Expectations
- Personal Development Plan is Agreed & Commenced
- Begin One-on-One Coaching for Plan Implementation
- Recalibrate Action Plan to Meet Realities
- Continue bi-weekly Coaching Meetings

*Consulting services to
help High Performers
Maximize their Potential.*