



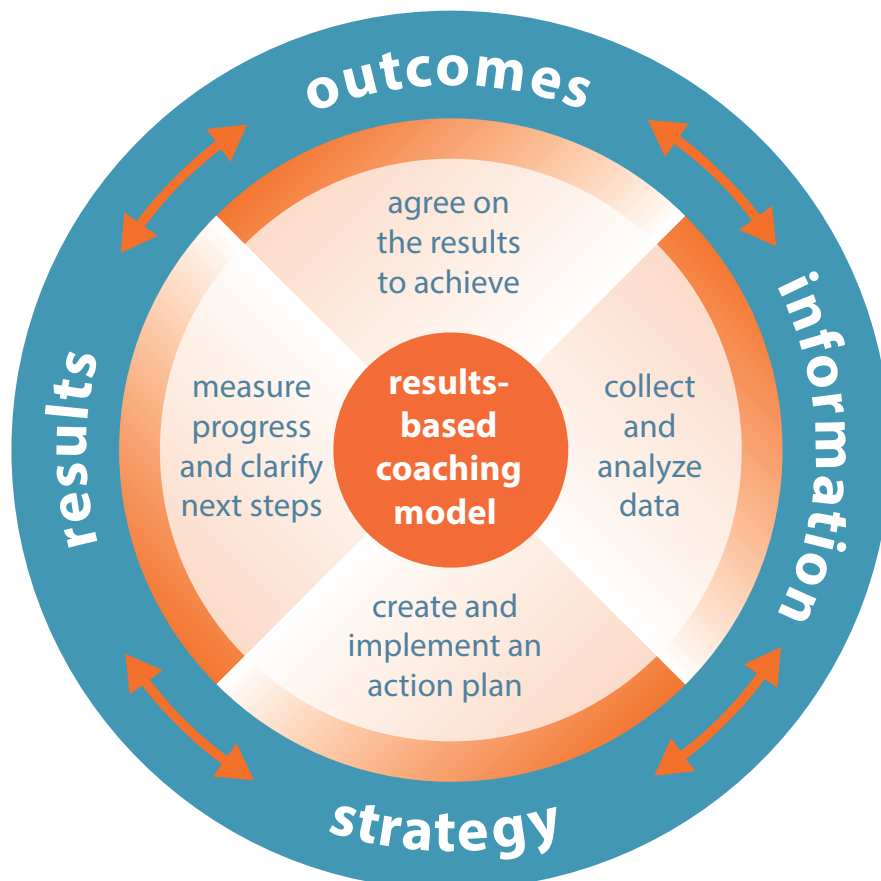
Leadership Coaching

Individual personal development coaching for senior leaders with a focus on using inspiring stories to develop the confidence and presence to motivate others.

The coaching process consists of twelve 45-minute coaching conversations over the course of twelve weeks.

Participants will identify a leadership development goal and collaborate with a Leaderality Coach to:

1. Define the Outcomes.
2. Understand the Information.
3. Develop a Strategy.
4. Measure the Results related to the goal.



The 12 week process is broken out into a logical, intuitive, and proven system. Here is a break-down of the coaching process and a sample schedule

coaching process



SITUATION AND BACKGROUND INFORMATION

WEEK 1

What are the presenting opportunities or problems?
What led to the decision to seek coaching?
How has the coaching case been positioned with this individual?

OUTCOME

WEEKS 2 – 4

What are the desired outcomes?
How will you break down barriers or present the opportunities in a way that will gain commitment?
Who participated in defining the desired outcomes?
What are the different perspectives?

INFORMATION

WEEKS 5 - 7

What are the current perspectives of the situation?
What are the known facts?
What additional information is valued/useful?
What parties have been consulted?
What formal and informal information has been gathered?
What insight has been provided by assessment information?

STRATEGY

WEEKS 8 – 10

What opportunities have been pursued by the individual?
What new ways of looking at the situation have been explored?
What strategies have been put in place?

RESULTS

WEEKS 11 - 12

What are the results of the actions that have been taken?
What benefits have these results had on the individual?
How noticeable has this been to others?
What has the return on investment been?
What commitment is there for further work?

coaching schedule

INTRODUCTION

WEEK 1:

Introductory meeting between coach and client
- Establish rapport
- Review coaching process

OUTCOME

WEEK 2:

Outline development goals

WEEK 3:

Confirm development goals & EQ-i 360 assessment participants

WEEK 4:

Identify business measures

INFORMATION

WEEK 5:

EQ-i 360 results

WEEK 6:

Workplace Tour

WEEK 7:

Identify & interview key stakeholders and mentors

STRATEGY

WEEK 8:

Identify barriers to goal

WEEK 9:

Identify opportunities

WEEK 10:

Determine strategies

RESULTS

WEEK 11:

Review progress of strategy

WEEK 12:

Evaluate business measures
- Determine next steps

