


“Leadership” and “Development” coaching refer to the practice of developing specific attitudes, beliefs, values, competencies and/or traits for individual contributors, managers, and leaders to be successful in their role. This is often driven by the identification of “competency gap(s)” that is resulting in less than optimum performance with a job, work team, colleagues, direct-reports, department goals, etc. This type of coaching is also used to develop staff for potential leadership roles.

## Leadership Coaching

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| <b>Overview</b> | <p><b>What is Leadership Coaching?</b></p> <p>One of the most powerful ways that we develop leaders is through structured, goal-oriented coaching.</p> <p>Leadership Coaching, provides an opportunity to assess, develop, and strengthen a manager’s ability to accomplish an organization’s goals. Coaching complements other developmental activities such as educational programs and job assignments and is customized to the needs of the organization as well as for the participant’s learning style.</p> <p>Leadership Coaching brings together a Participant (manager), their Manager and a certified Coach. The approach typically involves four phases over a designated period. Strict confidentiality is ensured during and after the process.</p>   | <b>Leadership Coaching can:</b> |
| <b>Roles</b>    | <div style="text-align: center;">  </div> <p><b>Participant:</b> Completes self-assessments, articulates goals and concerns, receives feedback, practices new behaviors, and assesses results.</p> <p><b>Coach:</b> Works with participant and manager to develop coaching goals and a tangible action plan. Works with participant providing structure, support, and feedback to practice and reinforce new behaviors.</p> <p><b>Manager:</b> Identifies participant for coaching, gives feedback and supports their development throughout the coaching process.</p>  |                                 |
| <b>Phases</b>   | <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: #e0f2f1; padding: 10px; border: 1px solid #ccc; text-align: center; width: 20%;"> <p><b>Phase 1</b><br/>Introduction</p> <p>The participant, coach and manager will identify the scope of the coaching relationship, areas for development, and any special considerations.</p> </div> <div style="font-size: 2em; margin: 0 10px;">➔</div> <div style="background-color: #e0f2f1; padding: 10px; border: 1px solid #ccc; text-align: center; width: 20%;"> <p><b>Phase 2</b><br/>Assessment and Goal Setting</p> <p>The coach will gather relevant data, and then partner with the participant and manager to validate development goals.</p> </div> <div style="font-size: 2em; margin: 0 10px;">➔</div> <div style="background-color: #e0f2f1; padding: 10px; border: 1px solid #ccc; text-align: center; width: 20%;"> <p><b>Phase 3</b><br/>Growth and Change</p> <p>The participant will utilize new tools and develop additional skills to meet development goals.</p> </div> <div style="font-size: 2em; margin: 0 10px;">➔</div> <div style="background-color: #e0f2f1; padding: 10px; border: 1px solid #ccc; text-align: center; width: 20%;"> <p><b>Phase 4</b><br/>Results and Transition</p> <p>Finally, the participant, coach and manager will review progress, determine how to sustain learnings, and identify next steps for on-going growth.</p> </div> </div> |                                 |

**FOR CURRENT AND ASPIRING LEADERS, I STRONGLY ENCOURAGE YOU TO VIEW THE “FOR LEADERS” PAGE ON THIS WEBSITE. CHECK OUT MY NEW eBook.**