

# EXECUTIVE COACHING

## OVERVIEW

Our executive coaching uses a high touch, high-frequency approach that makes learning and behavior change far more likely. Any leader who wants to grow and become more skilled can apply their attention and focus and learn to be better. What is equally true, is the most challenging learning is tied to the areas we cannot easily see or clearly understand. That is why our approach utilizes frequent interactions and with regular feedback and actual “at-work observation” i.e. shadowing. If leaders could just “think their way out of” less desirable patterns, they already would have. We can help with the hard stuff, a combination of things a leader knows are there but haven’t been able to shift and the things they can’t fully see and appreciate.

## OUR HIGH TOUCH APPROACH

- Regularly Scheduled Conversations – Weekly via phone or video
  - Face-to-Face Coaching Conversations– Frequency is based on the assignment (typically bi-weekly)
  - 360 Feedback Assessment - A combination of verbal interviews and an online survey with critical constituents - Feedback Review and Action Planning
  - Shadowing: In Person/Virtual – Weekly observation of the Coachee, via a blend of in-person and virtual opportunities where the Coach attends meetings and interactions to observe the Coachee and provide feedback. Every Coachee we have will tell you shadowing is where some of the most poignant and impactful coaching happens.
- Reviewing Emails– On-going throughout the month for ad hoc issues and to allow the Coach to provide feedback during the workweek as issues arise. This “email shadowing” is a powerful tool for awareness.
  - Coordination with Coachee Manager and/or HRBP (once 360 feedback is gathered and delivered)

