

COACHING PROCESS

ASSESSMENT

UNDERSTAND THE NEED

- » Leadership challenges
- » Business context
- » Sponsor and leader for coaching goals

1

CREATE INSIGHT & AWARENESS

- » Identify values, style & purpose
- » Gather stakeholder feedback
- » Personality inventories

2

ACTION

PLAN POWERFUL ACTION

- » Prioritize goals
- » Pragmatic actions
- » Define success
- » Sponsor alignment

3

FACILITATE DEVELOPMENT

- » Experiment with new behaviors
- » Debrief setbacks
- » Create network of support

4

ACHIEVEMENT

MEASURE IMPACT

- » Scorecard results
- » Realignment with sponsor
- » Stakeholder feedback
- » Ongoing development focus

5



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