

EXECUTIVE COACHING PROGRAM

CLOSE THE GAP BETWEEN POTENTIAL AND ACHIEVEMENT.

To remain competitive in today's market, organizations need leaders who can adapt to ever-changing, complex business challenges and rapidly shifting demands.

Whether your goal is to:

- Prepare a CFO to succeed a CEO by acquiring additional leadership and operational experience
- Support the transition of a talented individual contributor into a leadership role
- Increase the bench strength of key leadership talent in the organization

Executive Coaching is a proven and cost-effective solution. It's one of the most effective ways to transform individuals into dynamic leaders, create lasting competitive advantage and achieve significant ROI on development dollars.

A ONE-ON-ONE, INDIVIDUALIZED PROGRAM THAT PRODUCES REAL RESULTS

The Leadership Resource Group's Executive Coaching process is completely customized to the individual's and your company's situation—from the timeline and goals set to the way the process targets your real business needs.

I. ENTRY & CONTRACTING PHASE

Before the process begins, we:

- Gain familiarity with the business challenges each leader faces
- Identify the results desired by both the leader and the organization

II. ASSESSMENT PHASE

We gather confidential performance data through:

- Interviews with key stakeholders such as boss, peers, direct reports and others
- A battery of proven assessment tools
- Exploration of the leader's learning strategies and orientation to change

III. FEEDBACK

We provide leaders with:

- A confidential summary of interview and assessment data
- Tools for benchmarking the leader's performance internally and against other leaders in other organizations

IV. JOINT DATA ANALYSIS AND EXPLORATION

Working with each leader, we identify:

- Patterns in the assessment data
- Ways to build on the leader's strengths
- Specific strategies for leadership development

V. INTEGRAL COACHING PROGRAM

Our integral coaching solutions are designed to produce real transformation. We work with leaders to help them produce simultaneous shifts in their thinking and behavioral processes and in the organizational system around them. To do this, we help leaders:

- Create a customized coaching program including developmental goals and action plans integrated with the leader's real work and life
- Anticipate and plan for potential barriers to success
- Help the leader become more capable of self-direction and active learning to reduce reliance on the coach

VI. THREE-WAY MEETING (OPTIONAL)

If requested, we help the leader prepare to:

- Review plans with the leader's organizational manager to ensure the company's support for the coaching program

VII. DRIVING TRANSFORMATION

To support long-term excellent performance, we work over a pre-determined time frame to:

- Support implementation of the development plan to ensure the desired results

