

Executive Coaching

Customized One-On-One Coaching Intervention

Who would benefit?

- Newly appointed leaders (*internal promotions*)
- Leaders who are new to the organization (*external hires*)
- Senior-level technicians transitioning to leadership roles
- Leaders who have “derailed”

What level of executive most benefits from one-on-one coaching?

Private Sector

- CEOs and Presidents
- General Managers
- Vice Presidents
- Senior Directors
- Others in leadership roles (*e.g., project leaders*)

Public Sector

- Presidents
- Chancellors
- Administrators
- Provosts
- Deans
- Chairs

What learning outcomes can be expected?

- Increased accountability for changing behavior that is sustained over time
- Increased style flexibility
- Increased effectiveness in leading others
- Experience in using additional problem-solving tools
- Enhanced ability to manage conflict
- Increased ability to understand and address the unintended consequences of our non-verbal behavior

What coaching tools and activities are utilized?

Coaching Tools

- Leadership style inventory
- Conflict management inventory
- Role support agreements
- Action plan model(s)
- Problem-solving model(s)
- Direct observation (*shadowing*)
- Selected readings
- Team Retreats
- Facilitated Working Sessions

Representative Learning Experiences

- Greater understanding of the changing leadership requirements and needs of your organization
- Creation of a customized developmental action plan
- Analysis of leadership style strengths and development needs
- Enhanced presentation competence
- Self-management: getting smarter about how to move from activities to outcomes
- How to surface problems earlier
- Increased project management skills
- Understanding the differences between strategic planning and strategic thinking
- Strengthening influence skills
- Understanding the impact of organizational culture on performance
- Managing interpersonal conflict between peer-level leaders and between teams