

Coaching for Performance: Women Leaders (*Customized one-on-one experience*)

Who would benefit?

Women who are:

- Newly appointed leaders (*internal promotions*)
- Leaders who are new to the organization (*external hires*)
- Senior level technicians or staff members who are transitioning to leadership roles
- Leaders of new teams (*e.g., due to merge and acquisition activity*)
- Leaders who have “derailed”

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

Private Sector

- General Managers
- Vice Presidents
- Directors
- Other Leadership positions

Public Sector

- Presidents
- Provosts
- Deans
- Chairs
- Administrative leaders
- Executive directors

What coaching tools and activities are utilized?

Coaching Tools

- Relevant studies regarding women and leadership roles
- Leadership style inventories
- Conflict style inventory
- Problem-solving tools
- Action planning
- Leadership diary
- Facilitated working sessions

Representative Learning Experiences

- Increased accountability for changing behavior that is sustained over time
- Greater understanding of the changing leadership requirements and needs of your organization
- Greater understanding of style differences in the workplace and how to maximize strengths
- How to surface problems early
- Development of strategies related to access and advancement issue: “*What’s holding women back?*”
- Learning how to balance work-life issues
- Career renewal strategies at midlife