



For more information, please contact:

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WHAT IS EXECUTIVE COACHING?

Executive Coaching is a partnership between a senior leader, an executive coach and the sponsoring organization aimed to enhance individual learning and development while achieving agreed-upon business goals.

- Our Executive Coaching program entails a series of personalized one-on-one interactions between an individual and coach through a variety of media in order to accelerate the development of the individual.
- Through the provision of insight, information, tools, guidance and feedback, our coaches help individuals build their leadership effectiveness and credibility.
- Our coaches focus on the area of behavior change, helping to improve behaviors needed by leaders to meet their organizational challenges of today and tomorrow.
- Our coaches assist the client in each of the phases of the coaching process (PLANNING/CONTRACTING; ASSESSMENT; ACTION PLANNING; ON-GOING COACHING; MEASUREMENT).
- Our coaches have considerable experience in the field providing executive coaching services within a wide array of clients and industries.

What Sets Ours Apart

Our Coaching Services is distinct for the following reasons:

- Credentials: our coaches have advanced personal training in coaching and related areas
- Experience: our coaches have experience delivering coaching services within a variety of organizations
- Level of Assignments: our coaches have experience working at the senior-leadership and executive-leadership levels in organizations
- Evidence-based Practice: our coaches use a variety of research based models that have demonstrated outcomes around sustained behavior change

How is coaching being used today?

Our coaches have introduced executive coaching into their respective organizations in a variety of ways including:

- Aligned within a company-wide strategic plan focusing on leadership development
- By a designated level of leadership
- By department
- Individual, case-by-case assignment

What is Executive Coaching?

Who is a candidate for coaching?

- Leader in transition (i.e., moving either to a new role, or experiencing significant change in present role)
- Leadership team operating in a volatile, high-change environment
- High Potential (i.e. individual identified as having leadership traits necessary for success in the future)
- Division executive promoted as a result of technical skills with limited management experience
- Remedial assignments to address listening, communication and/or leadership style issued with mid to senior leaders
- Targeted skill-building assignments to improve an individual's performance in their present role (e.g., team dynamics; strategic planning; performance management)
- Developmental assignments focused to 'round out' and groom an individual for new areas of responsibility.

What are the steps in the coaching process?

Phases in our Executive Coaching process include:

- PLANNING/CONTRACTING
- ASSESSMENT (360-degree feedback; Other Assessment Tools; Interviews with Key Stakeholders)
- DEVELOPMENT ACTION PLANNING
- ON-GOING COACHING
- REASSESSMENT/MEASUREMENT

Spanning from PLANNING/CONTRACTING to MEASUREMENT of the coaching impact, we will:

- Meet with representatives of the organization to understand the history and context behind the request for coaching
- Contract with the client organization to gain agreement on the particulars for the coaching assignment
- Meet with the individual to be coached and the individual's manager to ensure their commitment to the process
- Collect data for assessment of the individual through 360-degree feedback; other behavior style techniques; and/or interviews with key stakeholders
- Meet with individual to review and interpret assessment results
- Gain agreement on the desired outcomes and measurement of the coaching partnership
- Help individuals construct a targeted development action plan and strategy for following up with key stakeholders
- Other than our standard in-person meetings we can provide supplementary coaching through a variety of media (telephone; electronic; video-teleconference)

What is Executive Coaching?

- Administer customized mini-surveys and other defined measurement tools at pre-designated intervals (3, 6 and 12 months) to provide measurement of perceived behavioral change from key stakeholders
- Assist individual in developing a plan for on-going continuous improvement
- Meet with the individual and supervisor to reinforce improvement and determine next steps

Contracting:

Contracting is a critical component in the Executive Coaching Process. The purpose of contracting is to ensure clarity and agreement around the particulars of the coaching assignment with both the individuals being coached, as well as with the client organization. At a minimum, contracting for our Executive Coaching will address:

- Purpose of the coaching assignment and the desired outcomes
- What a successful outcome will be and how will success be measured and determined
- Types of assessments to be used
- Timeframes and costs
- Identification and roles of key stakeholders
- Confidentiality boundaries
- Guidelines of how the individual and the coach interact with the on-going coaching phase
- How the coach will or will not work with other members of the individual's team.