

Coaching for Leaders

What is Coaching?

Coaching is a series of one-on-one sessions between a coach and a leader or a series of experiential sessions with teams or groups. The aim is to enhance on-the-job performance by developing skills such as those required to deal with people, to understand oneself, to visualize goals and objectives, and to develop a variety of practical leadership skills.

What can I expect from coaching?

Typical results with leaders include: improved working relationships with direct reports, peers and immediate supervisors; teamwork; job satisfaction; conflict reduction; organizational commitment; and working relationships with clients. On a broader level, organizations agree that they have benefited from coaching in areas such as productivity, quality of work, organizational strength, customer service, increased retention, reduced costs, and bottom-line profitability.

What is the ROI?

Various studies of Fortune 1000 company executives have revealed much. In one study conducted by MetrixGlobal, LLC, companies including Booz Allen Hamilton received an **average return of \$7.90 for every \$1 invested in executive coaching**. Such ROI ratios are similarly repeated in multiple surveys.

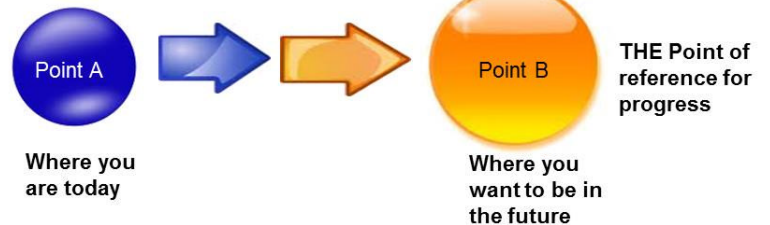
Assessments Available



Conventional coaching focuses on where the leader is today (point A). We help the leader look into the future to a point we just call Point B. We help discover what Point B will look like and what needs to be done to get there.

How are things propelling or keeping me from getting to Point B?

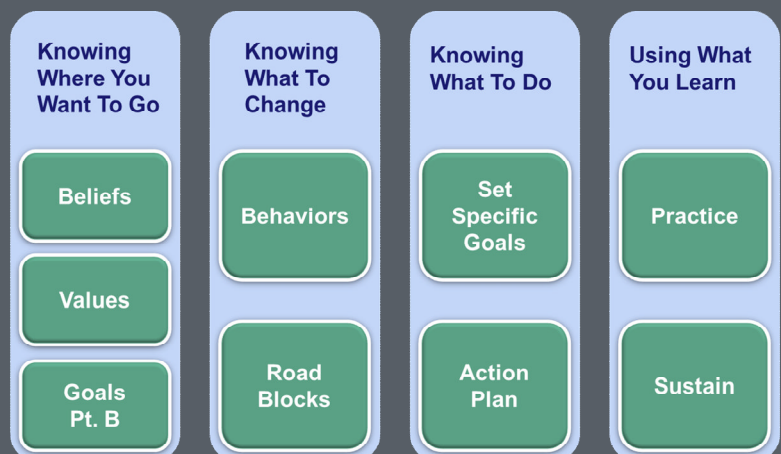
COACHING Starts Here!



Conventional coaching focuses on Point A.
Behavioral coaching focuses on Point B.

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Coaching is a structured and process-driven activity which includes: assessment, examining values and motivation, setting objectives and goals, defining focused action plans, and using validated tools and techniques to help coachees develop competencies and remove blocks to achieve sustainable change.



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