

Objective: Elevate individual leadership confidence and competence

Consult: Beginning	Assess	Coach	Apply	Repeat	Consult: End
Organizational Strategic Direction Experience with External Coaching Objectives for Coaching Fit and Alignment with Organizational Development Strategies Sponsor Expectations Confidentiality	Leader Current State and Objectives for Coaching Pre-Work Assessment Leadership Assessment Option: OTPG NC 360 Style Assessment Option: DiSC Leverage Existing Assessments	Confidential Conversation Overall Goals and Outcomes for Coaching Goal Setting, Deepening Self Awareness, Commitment to Action, Accountability for Growth Thinking Partner for Challenges Conversation Impact and Action Plan	Leader Executes Resources Supplied as Needed Leader and Team Conversations Encouraged Coach Check In for Progress Report Pre-Work for Next Session	<u>Coaching</u> Continue the Focus on Overall Objective Progress each Session <u>Application</u> Leader Executes Coach Support and Check In Coaching Session Options: Monthly Bi-Monthly Quarterly Depends on Objective, Level of Leader and Timeframe for Growth	Evaluate Success Check in with Leader and Sponsor: Objectives Met? Progress Evident? Value Realized? Satisfaction Learning Behaviour Change Impacts Identify Next Steps

