

Contract for Action



- Pre-work Collaboration & Diagnostics
- Establish Expectations & Outcomes with Sponsor/HR
- Assess Organizational Culture & Values
- Determine Individual Client's Needs
- Establish Expectations & Outcomes with Client/Coachee
- Agree Upon Parameters & Define Success
- Establish Timeline and Lines of Communication

Assessment Phase



- Conduct In-depth Career Assessment Interview
- Complete on-line Psych./Occupational Assessment
- Conduct 360° Multi-rater Assessment—On line tool
- Personal Feedback on Battery of Assessment tests
- Provide 360° Feedback—Integrate face-to-face interviews
- Identify Strengths and Development Needs
- Prioritize Personal Development Areas—Write plan

Outcomes:

1. Identify Career Derailers
2. Reinforces Critical Success Behaviors
3. Heightens Self-knowledge
4. Identifies Critical Success Factors

Outcome Oriented Coaching



- Define Current State—Identify Key opportunities
- Create Development Plan & Discuss Career trajectory
- Re-align Goals with Sponsor/Client Expectations
- Personal Development Plan is implemented
- Begin One-on-One Coaching to achieve Desired State
- Recalibrate Plan to Meet Realities—Adjust if needed
- Confirm Dev. Plan Status with Sponsor & Client

Consulting services to help *High Performers* Maximize their Potential