

## **EXECUTIVE COACHING FOR SENIOR LEADERS**

**A customized process to enhance leadership effectiveness**

Specially geared toward senior executives, our executive coaching process is individually customized to the unique needs of the business leader. The executive will work one-on-one with an experienced coach to receive important feedback on behavior, to refine his or her leadership style, and to enhance his or her overall effectiveness as a leader.



### **Step 1:**

#### **Assessments & Profiling**

The coaching process begins with a comprehensive exploration of the leader's career goals, personal style and the performance impact that he or she has on the organization.

##### **This includes:**

- Career interview and personal history
- 360° Colleague Interview Process
- Hogan Leadership Assessment
- Additional leadership instruments  
*(optional)*



### **Step 2:**

#### **Ongoing Executive Coaching**

The leader will work with the coach on a regular basis to meet specific goals and to align the professional's goals with the organizations.

##### **The coaching process may include:**

- Stakeholder Analysis to improve, enhance, or remediate key relationships
- Professional Development Plan (PDP)
- Meeting with Coach and Manager to discuss PDP and Action Steps

### **Skills-Building Topics**

Political Savvy & Effective Influence · Strategic Networking & Building Critical Relationships · Effective Communication Skills · Enhancing Professional Style & Impact · Handling Conflict