

Coaching Methodology

Establish Preliminary Goals

- Develop understanding of coaching process
- Identify key issues and preliminary desired outcomes
- Identify key stakeholders and create protocol for stakeholder interviews

Collect and Analyze Data

- Conduct Hogan Leadership Assessments to identify leadership strengths and potential derailers
- Conduct stakeholder interviews
- Establish goals for coaching that are informed by data, and discuss with Client, Manager and HR Partner
- Finalize goals for coaching

Create Coaching Plan

- Create coaching plan that includes up to three behavioral goals
- Define what success looks like and how it will be measured
- Test new behaviors, obtain feedback and prepare for future scenarios
- Meet with Client, Manager and HR Partner to hold mid-point meeting

Execute Plan

- Work the coaching plan and conduct periodic check-ins with stakeholders
- Refine direction and recalibrate goals as needed

Measure Results

- Design and implement post-engagement survey of stakeholders
- Debrief with Client, Manager and HR
- Develop strategy to sustain learning after formal coaching has ended