



# Short-term (Laser) Coaching Engagements





## Laser Coaching Snapshot

Laser coaching provides short-term support to a leader who is interested in strengthening a specific behavior and simply needs a thought partner to help clarify next steps, etc.

Laser coaching sessions are 60 minutes each. The coachee selects the number of the sessions he/she wants. Loeb Leadership then invoices after each session. Loeb Leadership will offer recommendations on how many sessions might be needed based on the skill the coachee would like to develop. A typical laser coaching engagement varies from three to ten sessions.

Common laser coaching topics include:

- Time management
- Giving feedback
- Receiving feedback openly and gracefully
- Presentation skills
- Delegating work
- Work/life Integration
- Mindfulness
- Assessment debriefs

## How a Laser Coaching Engagement Works

When a leader decides to enter into a laser coaching engagement, Loeb Leadership will submit several coach bios to the coachee for review. The bios are selected from Loeb Leadership's coaching team and represent the coaches we feel would be the best fit. The coachee reviews the bios and selects no more than 3 coaches to interview via phone. The purpose of the interview is to give both the coach and the coachee an opportunity to meet, learn about individual styles and determine whether the partnership would work. Upon completion of the interviews, the coachee selects a coach.

Once a coach is selected, Loeb Leadership formally connects the coach with the coachee, and then the coach and coachee work together to define the logistics (meeting frequency, in-person vs. Virtual, etc.). If needed, the coaching engagement can be extended (with approval by the client/sponsor).

