

## EXECUTIVE COACHING

Executive coaching is an experiential and individualized leader development process that accelerates a leader's capability to achieve short- and long-term organizational goals. It is facilitated through one-on-one interactions for a 6-to-12-month period, driven by data from multiple perspectives, assessments, and sustained by mutual trust and respect. The organization, the executive, and the executive coach work in partnership to achieve desired results.

### Program Overview:

- 1 Establish a Clear Basis and Purpose for Working with the Executive**  
Define the roles and responsibilities of those engaged in the process (executive, executive coach, and individual's leader).
- 2 Conduct a Pre-Coaching Needs Analysis**  
Utilize assessment tools – may include communications assessment, emotional intelligence assessment, 360 interviews within the relevant environment.
- 3 Design Results-Driven Development Plan**  
Develop a detailed road map for your 6-12 months of coaching based on your goals, the goals of the department, and the strategic needs of the business.
- 4 Coach-Led Micro-Training Leadership Modules**  
Master critical and advanced leadership skills specific to your challenges & goals.
- 5 One-on-One Leadership Coaching**  
Meet with your coach twice a month on a schedule convenient for you to continue to progress on the development plan action items, debrief micro-training modules, discuss current challenges, collaborate on ideas or opportunities, track relevant metrics, and ensure successful coaching outcomes.

### Potential Coaching Outcomes:

- Enhanced leadership capabilities and new ways of thinking and acting that generalize to other situations and roles
- Stronger executive and leadership presence
- Increased focus on critical objectives and behaviors that impact organizational and job success
- Increased ability and confidence to lead people and teams more effectively
- Action plan for continued leadership improvement
- Developed skills and habits of self-reflection that ensure that learning will continue after coaching ends

## 6-12-Month Virtual Leadership Coaching Program

iConnect Communication Assessment • Interview 360 Feedback • Emotional Intelligence Assessment  
Micro-Training Leadership Modules • Leadership Coaching • Leadership Development Plan



## THE ROI OF EXECUTIVE COACHING

A Metrix Global study found that executive coaching has a **788% return on investment (ROI)** based on factors including increases in productivity and employee retention.

The International Coaching Federation (ICF) reports the following statistics on the benefits of executive coaching:

### 70% Increase in Individual Performance

- Clearer Communication
- Goal Attainment
- Higher Satisfaction

### 50% Increase in Team Performance

- Better Conversations
- Enhanced Work Performance
- Improved Collaboration

### 48% Increase in Organizational Performance

- Customers as Advocates
- Increase in Revenue
- Increase in Employee Retention