



COACHING SERVICES

Coaching for Leaders

Coaching helps your high-potential, fast-track managers and leaders excel at achieving goals, leading their teams, and building relationships.

You depend on your leaders to develop people to their full potential, and sometimes even the best leaders need support. Blanchard coaches have the training and deep content knowledge to guide your leaders' growth and development so they can, in turn, inspire and guide their people's growth.

By working with a Blanchard coach, your leaders will identify what they should do more of, or less of, to achieve personal and organizational objectives as well as help their people be their best. Coaching will help your leaders

Become clear about who they are and what their development needs are

- Increase self-reliance and personal responsibility
- Improve communications
- Hold themselves and others accountable
- Build trusting and respectful working relationships
- Develop people more quickly

Coaching Process

Identify Goals and Strategies

- Establish goals of coaching initiative
- Select participants
- Identify key job roles and responsibilities
- Discuss need for development/career plans

Identify Business Challenges and Leadership Issues

- Interview organization sponsors
- Quantify business challenges
- Identify organization goals and objectives
- Determine need for assessments

Orient Clients to Coaching

- Understand what coaching is and how to get the most out of coaching
- Assign and match coaches
- Understand the Web platform

Orient Coaches to Organization

- Understand corporate culture and climate
- Understand organization goals
- Link coaching to organization goals

Coaching Begins

- Complete assessments and/or focus finder
- Create executive coaching plan
- Maintain confidentiality
- Begin one-to-one coaching sessions

Support & Sustainability

- Conduct periodic check-ins with senior coach and coach(es)
- Maintain alignment with organization goals

Coaching Ends or Extends

- Complete executive coaching reflection document
- Send surveys to clients
- Complete coaching process

Coaching for Leaders Includes:

- Up to ten 1-hour telephone or Skype coaching sessions over a 6-month period
- Access to Blanchard's Coaching Management System and resources.

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COMPANIES

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