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

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**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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Ken Blanchard Companies
Global Headquarters
125 State Place
Escondido, CA 92029 USA
From anywhere: +1 760.489.5005
Within the US: 800.728.6000
For a list of our offices worldwide, visit www.kenblanchard.com