



## COACHING SERVICES

# Coaching for Senior Leaders

Give your key leaders the personal support they need to sharpen their leadership capabilities, tackle business challenges, and seize new opportunities.

Your senior leaders are critical to the success of your organization, yet often lack access to objective, ongoing feedback. This could lead to blind spots and unproductive behaviors, which might in turn result in these leaders not developing to their full potential and ability to positively impact organizational goals and objectives.

Blanchard's Coaching for Senior Leaders provides leaders at the top levels in your organization with a confidential and neutral sounding board to discuss challenges and opportunities in a safe environment. Through a one-to-one relationship with a hand-selected Blanchard coach, your key leaders can identify and practice new behaviors and strategies that can dramatically impact your organization's initiatives.

During the coaching sessions, your experienced leaders will work with a coach in an action-oriented environment focused on successful business outcomes and leadership development. The coaching process challenges leaders to

- Identify effective paths for increasing alignment between their behaviors and decisions and the organization's objectives and activities
- Develop their executive presence and strategic thinking
- Identify and communicate core values
- Deepen business acumen
- Positively influence team dynamics

## 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

Blanchard Coaching Services is a pioneer in the coaching industry and has been coaching large-scale organizational interventions for almost two decades. What sets us apart is the quality of our coaches. We have more than 140 carefully vetted coaches in 27 countries who can coach in 24 languages. Our elite team of ICF-certified coaches are supervised and supported by our highly experienced Coaching Solutions team members, all of whom are also ICF certified. This ensures you are working with coaches who will partner with you to achieve productive outcomes for your organization.

Coaching for Senior Leaders is the ultimate just-in-time, highly customized, premiere approach to give leaders exactly what they need when they need it so they can operate at peak levels.

### Coaching for Senior Leaders Includes:

- Unlimited phone and/or Skype coaching sessions; access to the Coaching Management System; and 6 months of support
- One half-day face-to-face coaching session
- Interview-based 360° assessment and report compiled by the designated coach

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