

EXECUTIVE COACHING

Executive Human Resource Solutions (EHR) is committed to provide the highest quality talent management products and services to our clients. The Executive Coaching engagement is designed to assist the executive in developing a better understanding of strengths and developmental areas. With this understanding, EHR guides the executive to create, implement and refine strategies for enhancing performance. There are four steps to the EHR Executive Coaching process.

Step One: Assessment and Strength Identification

This is accomplished through the use of an oral 360 interview and various diagnostic tools. We collect information about the executive's current and past leadership roles, successes and challenges. We also dive into the executive's interests, educational pursuits and the values that drive his/her professional life. As deemed appropriate, we may utilize any of a variety of professional tools, such as Myers-Briggs Type Indicators (MBTI), Hogan Development Assessment, Watson-Glaser Critical Thinking Appraisal, Guilford-Zimmerman Temperament Survey (GZ-Temp), FIRO-B, Strong-Campbell Interest Inventory, CCL Assessment Suite, Global Mindset Inventory, etc.

Timeframe: Month One

Activities:

- Two, 90 minute coaching sessions.
- The executive and EHR review the results of the diagnostic tools completed in advance.
- EHR coach interviews five to ten key stakeholders.
- EHR coach prepares for each meeting and also compiles post-meeting notes and action plans.
- EHR coach is available for email exchanges and brief phone call check-ins.

Step Two: Strategies and Action Plans

This phase starts the process of verbalizing what is necessary and actionable toward achieving the executive's leadership goals. In this phase, the EHR coach shadows the executive, observing various interactions and documents impact and results.

Timeframe: Month Two

Activities:

- Two, 90-minute coaching sessions each month.
- EHR coach delivers stakeholder feedback from interviews conducted with key stakeholders.
- Shadowing executive and observing him/her at a Leadership Circle meeting or staff meeting if appropriate.
- EHR coach prepares for each meeting and also compiles post-meeting notes and action plans.
- EHR coach is available for email exchanges and brief phone call check-ins.

Step Three: One-on-One Coaching, Accountability and Support

During this phase, we will review what the executive has accomplished since the last meeting, consider any mid-course adjustments, and determine the next steps in working the action plan. In addition to these discussions, the EHR coach provides the executive with relevant articles to read, recommended actions, books to read or activities to participate in. Mid-way during step three, the EHR coach and executive meet with the sponsoring executive (typically his/her immediate manager) to review progress and solicit feedback.

Timeframe: Months Three through Ten

Activities:

- Two, 90-minute coaching sessions each month.
- EHR coach prepares for each meeting and also compiles post-meeting notes and action plans.
- EHR coach prepares for and facilitates the mid-point review with the executive and their manager.
- If appropriate, and the executive sponsor is someone other than the executive's manager, EHR would review progress with executive sponsor.
- EHR coach is available for email exchanges and brief phone call check-ins.

Step Four: Onward and Upward

As the engagement winds down, we determine what support is necessary to ensure the sustainability of the behavioral changes observed to-date and continued progress.

Timeframe: Months Eleven and Twelve

Activities:

- Two, 90-minute coaching sessions each month.
- EHR coach prepares for each meeting and also compiles post-meeting notes and action plans.
- EHR coach is available for email exchanges and brief phone call check-ins.

Executive HR Solutions recognizes that some clients may desire shorter coaching engagements than 12 months. We offer coaching engagements for 8, 10 and 12 months. In addition we offer a 25% discount for 2 or more engagements at a time.

Please contact us in Pittsburgh at 724-825-8299 or in Lehigh Valley at 610-838-4981.

Also visit our website at www.executivehrsolutions.com