

Leadership Coaching

What is it?

Your leadership coach is a true supportive and objective partner that helps you become a successful leader. Specifically, your coach can assist you to:

- achieve proactive and powerful goals rather than just reacting.
- improve your communication and relationship skills.
- resolve conflict confidently and effectively.
- regain balance, control, and focus.
- overcome self-defeating behaviors.
- capitalize on your strengths and minimize blind spots.
- discover your passions, priorities, and talents.
- develop and maximize your team's potential.

How does it work?

You and your coach will develop an ongoing professional partnership that will help you achieve extraordinary results. You can expect your coach to:

- keep all information you share confidential.
- really listen to you and without judgment.
- be truthful and direct with observations and feedback.
- require you to take action and be held accountable.
- be available for face-to-face or phone sessions at regularly scheduled intervals (from 2 to 4 times per month).
- share ownership of the focus, format, and desired outcomes of each session.
- utilize additional tools as needed to achieve desired results (i.e., Myers Briggs Type Indicator, 360° performance feedback surveys, Strengths Deployment Inventory).
- be engaged in the coaching relationship for 3 to 12 months.



What is the value and benefit?

Research conducted on the value and benefits of leadership coaching show a return on investment of more than five times the cost of coaching. This does not include significant intangible benefits that also result from coaching. Some of the benefits reported by various leaders who received coaching include:

- Increased task completion and productivity (reported by 53%)
- Increased quality (reported by 48%)
- Reduction of cost (reported by 23%)
- Improved working relationships with direct reports (reported by 77%), supervisor (79%), peers (63%), and customers (37%)
- Increased job satisfaction and motivation (reported by 61%)
- Reduction of conflict (reported by 52%)
- Increased retention
- Greater leadership skills
- Improved ability to deal with difficult situations
- Increased confidence in exercising leadership