



# Executive Coaching

## **1. Scoping for Appropriate Engagement**

*Is the need clear? Are alternative solutions possible? Is there commitment by the organization/manager to support the coaching? Are there issues beyond coaching that need to be addressed?*

## **2. Matching Client with Coach**

*An essential and delicate step in any coaching engagement, this requires skill, judgment, and experience. The success of the coaching engagement depends on finding the right chemistry between the coach and the client.*

## **3. Determining Outcomes**

*We clarify expectations, roles and objectives with all stakeholders (the client, the client's manager, the HR business partner and the coach).*

## **4. Gathering Information**

*We gather and assess information about the client's current leadership behaviour and potential, challenges, communication style/skills, work/life values, ambitions and personal values, as appropriate.*

## **5. Creating and Implementing a Developmental Strategy**

*Working together, we establish a tailored action plan designed to identify strengths, development areas, leverage points and desired leadership behaviour.*

## **6. Measuring Results**

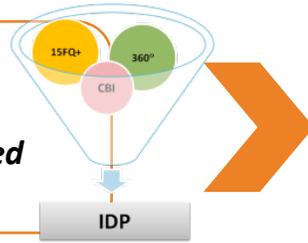
*We track success by completion of the action plan and, more importantly, by observable behaviour change.*

## **7. Closing the Coaching Process**

*Establish the overall effectiveness of the process & success of the intervention. Ensure ongoing sustainability of the progress made.*

# Guidance & Coaching Positioning System (GcPS)

Coaching/ Training **Need identified** through **IDP** generated based on **15FQ+** , **360° Feedback & Competency Based Interview**



**Tripartite meeting<sup>†</sup>** with Participant, Coach & Stakeholders\*

**Goal Setting** where Start/Stop Actions are finalized in 3 one to one meetings of 20 minutes each between the Participant and Manager/DR1/DR2

## IMPLEMENTATION TRAINING/COACHING INTERVENTION

**GcPS Session 9**

**REVIEW** : Findings Shared by Participant to Stakeholders using evidence from GcPS

**GcPS Session 4**

**GcPS Session 1**

**REVIEW** : Findings Shared by Participant to Stakeholders using evidence from GcPS

**CLOSE OR FURTHER ACTION:** If all the milestones are satisfactorily met, then the Stakeholders decide to close the GcPS AND/OR decide on further Action.

**Indicative GcPS Timeline 10 sessions of 60-90 min in 12months**

<sup>†</sup> In the Tripartite Meeting, Leading and Lagging Indicators are finalized as milestones for measuring the training outcome, along with the process, ground rules, business outcomes, SLA (Measurable Matrix). Generally 4 to 6 milestones are finalized to be achieved in a period from 6 months.

\* Stakeholders include one Manager & 2 Direct Reportees