

PROGRAM SUPPORT COACHING

Benefits of Program Support Coaching

TYPICAL POPULATION SERVED: MANAGER TO VP LEVEL

Research shows that coaching, when integrated with a learning experience, can improve implementation of learning

UP TO **400%**

Adoption of desired behavior changes

UP TO **4x** MORE QUICKLY

Why Add Coaching To Development Programs?

- ◀ To accelerate talent's development
- ◀ To apply skills and insights drawn from experience and learning programs

"When coupled with training, coaching has been shown to add four times the impact of training alone."

International Journal of Coaching Organizations (Smith 2007)

What is Program Support Coaching?

SUPPORTING LEARNERS THROUGH THEIR PROGRAMS



Coaching for Development Programs will consist of five phases:

- 1 Alignment of coaching objectives
- 2 In-depth personality, 360 and self report assessments
- 3 Creation of an individual development plan
- 4 Paradigm and behavior coaching
- 5 Creation of a sustainability plan, share with their business leader

Deployment

1:1 COACHING supports leaders who are part of a development program

- more actively implements what they're learning
- more quickly applies the behaviors being sought by the business sponsors



GROUP COACHING supports leaders in a group format

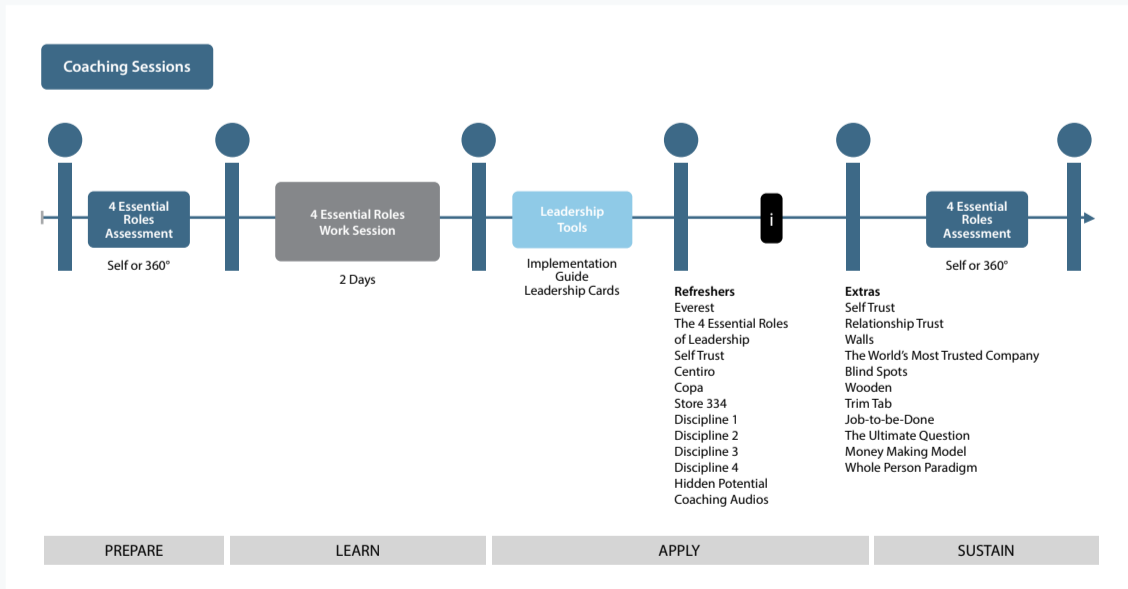
- leverages group dynamics
- more economical than 1:1 executive coaching



This format will most likely be used with lower level team members and for a large number of participants.

Sample Coaching Program

- Coaching will be delivered virtually via phone or video in 1:1 or group format.
- The duration and scope of coaching is flexible based on budget, client learning culture and training program outcomes.
- Custom design options can tailor the coaching to support your client's needs.



Coaching Sessions

Mtg	Description	Mtg	Description
1	Alignment Meeting (1:1)	4	Group Coaching Session
2	Debrief personality assessment and 360 results, Career/Life History interview, create initial development plan draft. (1:1)	5	1:1 Coaching Session, review plan and roadmap next steps for sustainability. Sketch our support network needs and plan approach.
3	Group Coaching Session	6	Group Coaching Session and wrap up
Total Coaching Sessions: 6			

Note that the number of group coaching sessions can be customized based on the program and client needs

