



360 Feedback With Coaching Support

**A Powerful Snapshot Of Any Leader's Current Effectiveness
And Developmental Opportunities On An Accelerated Timeline**

Typical Duration: 2 Months

Overview

In a fast-paced environment, scarce opportunities for reflection and growth can cloud the big picture—which impacts the bottom-line.

Our most streamlined coaching engagement achieves results for leaders at any level by using our impactful methods on an accelerated timeline. Our Coaches help your leaders prioritize their efforts to create and execute a targeted development plan to improve areas that will make the most impact for them, their team, and the organization.

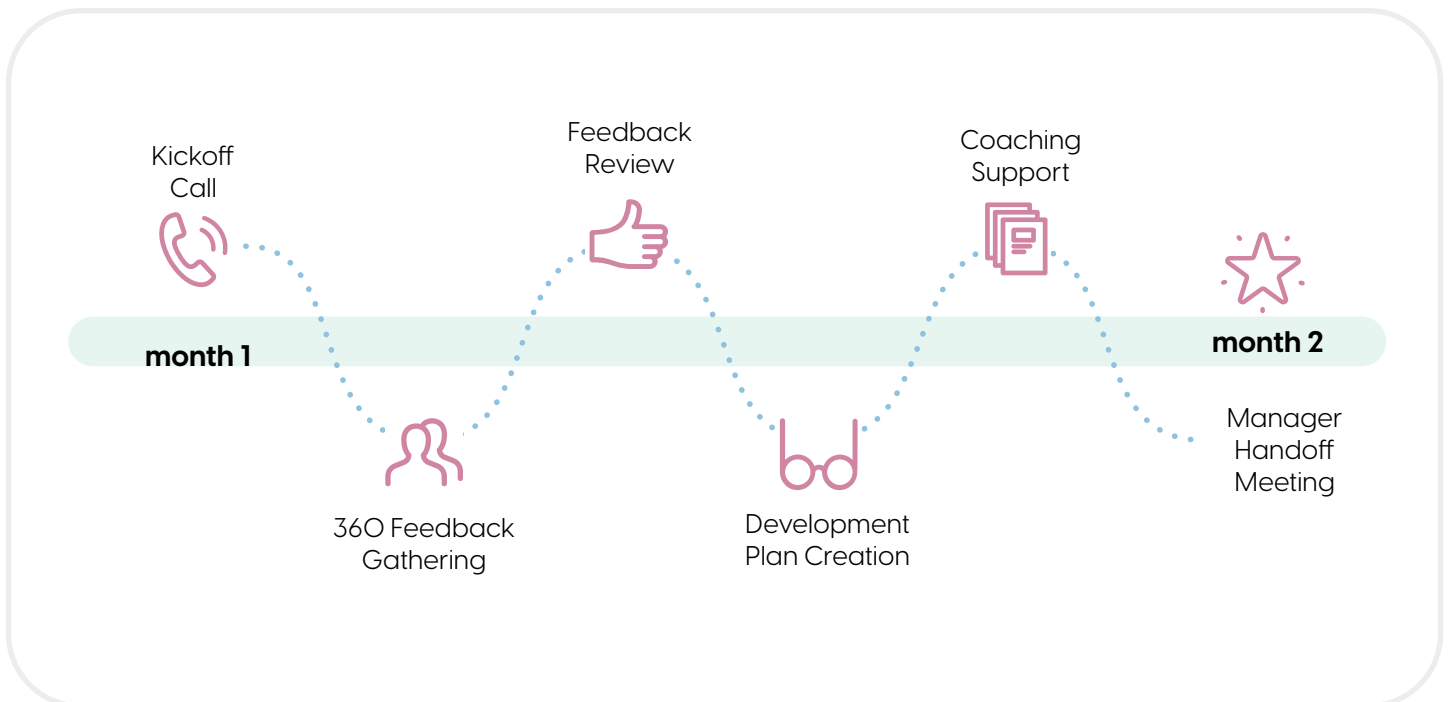
What's Included

- Coaching Kickoff Discussion
- 360 Feedback Assessment - interviews and surveys with 8-12 key team members
- Coaching Feedback Review with Development Plan
- Coordination with Coachee Manager and/or HRBP
- Development Plan Review and Coaching Transition with Coach/Coachee/Manager
- Ad-hoc coaching support (1 hour)



Receiving 360 feedback was a transformational experience. I was able to clearly understand my impacts on those around me, and where I need to continue to grow as a leader. The development opportunities me and my coach identified provide what I now call my North Star. I'm able to reflect on these objectives daily and stay focused on what I need to do to achieve my goals.

Milestones And Timelines



What To Expect

- This engagement begins with a kickoff meeting where the Coach and Coachee begin to align on the goals of their work.
- The Coach will create a thorough snapshot of the Coachee by gathering feedback from key constituents.
- Upon completion of the feedback collection process, the coach delivers the themes of the feedback to the Coachee.
- The Coachee will begin to put together a Development Plan.
- As the Coachee works on and refines their Development Plan, the Coach is available for two hours of coaching support.
- To ensure lasting change, the Coach transitions out of the engagement with a hand-off meeting with the Coachee's Manager.

Coaching Kickoff Discussion

In this meeting, Coach and Coachee begin to build their rapport and outline the process, expected outcomes, manager involvement and the level of confidentiality maintained throughout the engagement.

A Proprietary 360 Assessment

We will gather anonymous feedback from 8-12 key team members with phone interviews and our on-line assessment tool. This will help the Coach to understand the issues at hand and provide a baseline for the Coachee's Development Plan.

Interview participants are typically the Coachee's Manager, close team members as well as key internal peers and customers. They need to be people who are most important to the Coachee's success, have varied perspectives on their work and, ideally, a mix of working styles.

The second group of participants are more distant constituents, including additional team members, internal customers, and peers. This group will provide written answers to the same questions that are asked verbally, via an online link. This allows us to gather a broad swath of feedback without using days of coaching time.

The pool of potential feedback providers is driven primarily by the Coachee and Coach with input from the Coachee's Manager (and their HRBP if appropriate). The Coach and Coachee will select the final list with these recommendations in mind, as it is critical that the Coachee feels that they "own" the list and the participants are selected fairly.

Coaching Feedback Review With Development Planning

Once the feedback gathering is complete, the Coach will assemble the core themes, sit down with the Coachee to digest them, and together they will create a Development Plan.

This meeting paves the way for lasting change: When leaders receive feedback from a highly experienced professional, they are more likely to hear, internalize and act on it, by committing to take the steps to make it happen.

Post-Feedback Development Planning

The Coach will measure the Coachee's weekly progress, using the Action Plan as a benchmark, along with self-assessment, the Coaches' feedback and coaching from other key constituents.

We recommend that the Coachee share their core development themes with those close to them (their Manager, Talent Partner, teammates, peers, etc.). This allows the Coachee to take control of their development, put a stake in the ground around their commitments and request ongoing feedback from those around them.

Coaching Hand-Off Discussion Coach/Coachee/Manager

The Coach will measure the Coachee's weekly progress, using the Development Plan as a benchmark, along with the Coaches' feedback and coaching from other key constituents.

**Additional Coaching support is available if needed*