



High Performance Learning

On-Demand Performance Improvement

Assessments & Coaching Services

Executive Coaching

Summary

HPL's Executive Coaching programs and services are tailored to the individual needs of your organization and you executives and managers. Coaching typically involves personal assessments and in-depth conversations, designed to help the individual achieve their personal development goals.

While different executives and managers may need different types of coaching and our consultants bring a variety of coaching skills, we believe that Marshall Goldsmith's model, or variations of it, is appropriate for most situations. That model (which is described succinctly in www.marshallgoldsmith.com) involves eight steps:

1. Establish leader buy-in
2. Identify and enroll assessment contributors
3. Implement and review assessment
4. Determine key behaviors and stakeholders
5. Collect feedforward (a term meaning suggestions on how to improve a behavior in the future)
6. Develop action plan
7. Facilitate follow-up
8. Review results

Who Should Participate

All executives and managers who are seeking in-depth personal feedback and a detailed process and plan to improve their leadership skills and personal effectiveness.