



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](http://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.