



INDIVIDUAL LEADER COACHING

Overview

Today's challenging business environment demands that your organization sustain its competitive advantage. Leaders at every level need to be able to create and execute strategy, navigate change and inspire commitment. Coaching is a positive process that focuses on practical steps to attain optimum performance levels. Some leaders are unaware of the impact their words and actions have on others which minimizes their effectiveness.

Individual Leader Coaching focuses on how these counterproductive tendencies are perceived in the organization and their impact on the business. By helping leaders become aware of the performance issues that are blocking their success, development strategies can be identified to target sustained behavioral change. Specific tools, techniques, and knowledge are provided to accelerate development in a complex or broad skill area, such as task management, motivating others, and building relationships.

Audience

Leaders valued as a contributor by the organization yet needing to enhance their effectiveness by:

- Receiving candid feedback on their performance
- Changing specific behaviors
- Evaluating/clarifying role definitions
- Improving interpersonal skills
- Expanding leadership competencies

Process

The coaching process includes assessment activities, bi-monthly coaching sessions, initial and follow-up meetings with the boss, shadowing, formal 360 surveys, and interviews. This is coupled with defining role expectations and benchmarking the leader's current performance with the organization's needs. Coaching activities typically involve skill building, application of new tools and techniques, role-plays and preparation for critical events. Our approach is focused on spearheading success by overcoming barriers that are limiting the leader's contributions.

Positive Outcomes

- Improved bottom-line profitability
- Enhanced individual performance
- Greater contributions to team productivity
- Increased receptivity to development
- Improved relationships with peers, boss, direct reports and/or clients
- Rebuilding or enhancing credibility throughout the organization

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