

Illustrative Coaching Plan

Session	Topic/Activity	Potential Curriculum
1 (Orientation/Set Up)	<p>Confirm fit. Set initial goals. Review groundrules. Set up ProfileXT (or other assessment). Set up baseline Checkpoint360 (or other 360 for baseline competency assessment). Introduce Leader's Dashboard. Identify participants to be interviewed for confidential verbal 360.</p>	<p>Leader's Dashboard follow up</p> <p>Behavioral change/coaching with peer support</p> <p>Perceptual shifts for leadership</p> <p>Engage and mobilize</p>
Between Initial Session and Session 2	<p>Complete ProfileXT. Complete Checkpoint360. Complete Leader's Dashboard. Coach interviews participants for verbal 360.</p>	<p>Influence others with impact</p> <p>Communicate powerfully</p>
2 (Initial Session – 2.5 hours)	<p>Review ProfileXT. Review Checkpoint360. Review Leader's Dashboard. Review verbal 360. Homework: Choose one behavior that will have significant impact on performance; clarify goals so that coach and client can create individual development and coaching plan.</p>	<p>Manage up</p> <p>Have a strong powerbase</p> <p>Resolve conflict</p> <p>Lead change</p> <p>Lead Teams/team dynamics</p>
3	<p>Determine behavior and set up behavioral coaching process. Review and agree on development plan and coaching plan.</p>	<p>Execute effectively</p> <p>Time management</p>
4 +	<p>Coaching begins. Emphasis is on behavioral coaching first, then Leader's Dashboard, current issues, and curriculum in right column based on their goals and needs. At end of every month, client receives feedback/data about behavior change and discusses with coach.</p>	<p>Success in a new role</p> <p>Manage personal domains/balance</p> <p>Specific issues as they emerge</p>

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