



LEADERS AND HIGH POTENTIALS COACHING

Coaching Leaders and High Potentials to Become GREAT Leaders

Today's leaders are the primary people who will be responsible for making tomorrow's leaders. Coaching is imperative to ensure top tier performance. Leaders and High Potentials are faced with challenges around communication, building trust, managing former peers and building strong networks. The best tool to help Leaders and High Potentials face these challenges is coaching. Through coaching, Leaders and High Potentials will identify their biggest opportunities and partner with the coach to put in place an action plan that helps them address those improvement opportunities to become GREAT Leaders. And when they become GREAT Leaders, they will be able to properly train the next group of Leaders to be GREAT.

When do Leaders and High Potentials Need Coaching?

- Specific Development Need
- Effective Communication Strategies
- Organizational Change
- Competitive Advantage
- Culture Change
- Risk Management
- Strategic Business Initiatives
- Outside Perspectives Without Judgement
- Employee Relations
- Organizational Effectiveness and Development
- Retention Management
- Ensure Promotability
- Career Development
- Role Transition
- Building Teams



Coaching is a partnership and through coaching Leaders and High Potentials work on a wide variety of competency-based development areas including but not limited to:

- Effective Communication & Listening Skills
- Presentation Skills
- Coaching
- Influencing Skills
- Productive Conflict
- Collaborative Leadership Skills
- Innovation & Creativity
- Problem Solving & Decision Making
- Effective Delegation
- Agility and Emotional Intelligence
- Managing Stress and Adversity
- Strategic Thinking
- Prioritizing and Time Management
- Goal Setting
- Managing and Understanding Personality Styles
- Managing Generational Differences & Managing Cross Cultural Teams
- Managing Up, Down and Across Various Levels of the Organization



CHALLENGES LEADERS AND HIGH-POTENTIALS FACE

- Making an effective transition from Individual Contributor to Manager/Leader
- Increasing self-awareness & creating the time needed for reflection
- Creating motivational climates where employees are engaged
- Managing remote and global teams
- Using effective delegation techniques
- Communicating and being resourceful during chaotic times
- Maintaining a competitive advantage
- Learning effective Leadership Strategies
- Hiring and retaining top talent and Managing former peers
- Being an influencer while networking and staying relevant
- Building strong organizational cultures
- Transitioning into new leadership roles and building strong leader competencies
- Maximizing results and productivity in underperforming teams, business units and organizations
- Building a culture of “WE” and increasing employee engagement
- Ensuring every employee understands the role they play in the success of the organization



Leaders and High Potentials Coaching Process

Coaching is highly specialized as each Coaching client is different. As the needs of the client change and evolve so does the coaching process. Different tools and processes are used to ensure that the most effective coaching tools are leveraged delivering desired outcomes.

1) Stage 1 - Preliminary Assessment

- a. Understand the reasons for hiring the Coach
- b. Understand the Clients background, organization and organizational culture
- c. Understand the Clients' expectations and timetables
- d. Identify key stakeholders
- e. Discuss the needs for development/career plans
- f. Gain agreement on what coaching is and how to get maximum benefits

2) Stage 2 - Detailed Assessment

- a. Understand Client goals, challenges and/or issues
- b. Identify business goals, challenges or issues
- c. Conduct formal interviews with key partners, stakeholders and sponsors
- d. Gap Identification (as is state versus to be state)
- e. Gap Identification between Client and various stakeholders
- f. Assess Client coachability
- g. Completion of Assessment tools (360 feedback)
- h. Identify other assessment needs

3) Stage 3 – Coaching Partnership

- a. Work with client to design ideal coaching process and methodology
- b. Align on the desired outcomes and targets
- c. Align on key leadership competencies to be improved and/or developed

4) Stage 4 – Coaching Journey

- a. Telephone, virtual and/or face to face sessions
- b. Work with Client to develop an action plan that addresses Client challenges and issues and identifies measurable goals
- c. Innovative problem solving by asking probing questions
- d. Provide on-going support for Client
- e. Tools and methodologies include but are not limited to:
 - i. Development assignments
 - ii. Personality, Skills and Behavioral Assessments
 - iii. Role playing
 - iv. Case studies
 - v. Books and Articles
 - vi. Small Group Mastermind Sessions
 - vii. Networking Opportunities
 - viii. Webinars

5) Evaluation

- a. Assess performance against the goals
- b. Review and provide feedback and identify areas for improvement against actions taken

