

6 MONTH COACHING PROGRAM

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Leadership Assessment	Development Plan	Coaching Sessions	Coaching Sessions	Coaching Sessions	Coaching Sessions
<p>Intake Session</p> <ul style="list-style-type: none"> • Discuss impetus and history. • Agreement of how we will work together. <p>Assessment</p> <ol style="list-style-type: none"> 1. Administer (2) survey instruments (such as DiSC and an EQ survey). 2. 360 interviews up to (8) key stakeholders. <p>Feedback Sessions</p> <ol style="list-style-type: none"> 1. Review assessments. 2. Review 360 interviews. 	<p>Development Plan</p> <ul style="list-style-type: none"> • Craft development plan and success criteria for the engagement. <p>Coaching Sessions</p> <ul style="list-style-type: none"> • Weekly or bi-weekly sessions (total of 1 hour). 	<p>Coaching Sessions</p> <ul style="list-style-type: none"> • Weekly or bi-weekly sessions (2 hours total). • Coach may also attend at least one client meetings in order to observe client in action and provide feedback. 	<p>Coaching Sessions</p> <ul style="list-style-type: none"> • Weekly or bi-weekly sessions (2 hours total) • Assess progress and make any course corrections regarding direction of coaching. 	<p>Coaching Sessions</p> <ul style="list-style-type: none"> • Weekly or bi-weekly sessions (2 hours total). • Client to “check-in” with key stakeholders to see how s/he is progressing. 	<p>Coaching Sessions</p> <ul style="list-style-type: none"> • Weekly or bi-weekly sessions (2 hours total). <p>Closure and Next Steps</p> <ul style="list-style-type: none"> • Close out and discuss accomplishments. • Identify next steps and additional development. (This could include a renewal of coaching.)

The six-month coaching program is both on-site and over the phone. Onsite: Intake, 60 degree interviews, feedback session, developmental plan. On Phone: Remaining Coaching Client is free to call or email a reasonable amount between sessions. For sessions cancelled with less than 48 hours notice, the client will be billed for those sessions.