

Enterprise Coaching System

Enabling Breakthrough Performance

www.achieveblue.com

Positioning and Learning Outcomes

Leaders drive at least 60% of the corporate culture. Therefore the capabilities and comfort levels of leaders in coaching their organizations for success are absolutely critical to drive business results.

- Leadership is learned and honed primarily on the job, by facing challenges, getting feedback and reflecting on learning from experiences real-time.
- Leaders often cite a strong mentor or coach as a key component of their personal development

This program connects senior leaders with experienced executive coaches who will guide them through the goal identification and action planning process. The coaching dialogues both ensure accountability and provide the support for leaders to challenge and learn in a peer forum.



Senior Executive Coaching Dialogues

This solution can be delivered in the following formats:

- In-person facilitated coaching dialogues (group and individual)
- Telephone-based facilitated coaching dialogues (group and individual)

This program is based upon the *Team Building Without Timewasting™* proven technique of Marshall Goldsmith and Howard Morgan. It is designed specifically for busy executives who need to enhance their own performance and that of their peers. Your time is valuable – this efficient approach translates to improved performance right away and for the long term, and can help existing successful leadership teams be even more successful. The process involves the following elements:

- Series of assessments at the individual and team level
- Individual debrief of the personal assessments with an executive coach
- Facilitated dialogues with the team members to define the team behaviors that need focus and to learn the *feedforward™* stakeholder coaching process
- Identification of key stakeholders and how to leverage each other as key resources
- Personal and team action plans to drive accountability
- Regular follow-up with the executive coach with the team and individuals to reinforce behavior change
- Pre and post measures of progress

Upon successful completion of this program, participants will have:

- Isolated the most important team behaviors that need to change for the organization to meet its business goals
- Defined specific actions to promote the behavior change
- Identified measures to be tracked
- Identified personal behaviors required to address and be held accountable to a more cohesive leadership team
- Committed to working together for the successful growth of the organization.

For more information call us at 416-236-3005

SOLUTIONS ALIGNED TO STRATEGY