



# Executive Coaching Model

## Assessment

- Interview
- Assessments
  - Leadership-360
  - Personality
  - Vocational Interests

## Development Planning

- Development Goals
- Development Strategies
- Development Resources
- Manager's Endorsement

## Coaching

- Both Behavioral and Cognitive Approach
- Observation
  - Self
  - Other
- Weekly Updates

## Progress Update

- Re-evaluate Leadership-360
- Refine Development Plan
- Coach to Refined Plan

## Follow Up Coaching

- Year Two Development Plan
- Quarterly Coaching Sessions
- Talent Audit