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## **LEADERSHIP COACHING**

Leadership Coaching by KRH Consulting is a personalized service designed to assist a valued employee in dealing with career development and performance issues.

Although always tailored to individual and corporate needs, the service typically includes the following phases:

### **I. MUTUAL COMMITMENT**

The employee, manager and consultant thoroughly discuss the issues of concern and establish a mutual commitment to the process, timelines, expected outcomes and confidentiality.

### **II. DATA GATHERING**

The consultant collects pertinent data to assess the current situation. The employee participates in an in-depth interview, relevant objective tests are administered, and the consultant may also interview colleagues for their insights.

### **III. FEEDBACK AND DISCUSSION**

The consultant provides candid feedback and discusses the findings relative to the identified issues. The employee develops a clear understanding of his/her skills, interests, values, style, and personality and how they contribute to or hinder success.

### **IV. ACTION PLANNING**

Based on assessment feedback and discussions, the employee develops a plan of action that positively addresses the performance and career development issues. The employee's plan, which includes goals, activities, timelines, follow-up and evaluation methods, is reviewed with the manager during this phase of the program.

### **V. COACHING**

During the implementation phase the consultant continues to meet with the employee for on-going coaching and support as agreed to in the plan.

### **VI. EVALUATION**

After the plan has been fully executed, the consultant evaluates the effectiveness of the plan by gathering follow-up data and provides direction for future action.