



PARTNER COACHING

Partner Coaching by KRH Consulting is a service designed to enhance the individual and collective effectiveness of work partners.

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

I. MUTUAL COMMITMENT

The partners meet with the consultant to thoroughly discuss the process and establish mutual commitment to goals, procedures, timelines, confidentiality, and follow-up.

II. DATA GATHERING

The consultant collects pertinent information concerning the current style and strengths of the partners. A variety of methods such as in-depth interviews, relevant objective tests, and colleague interviews provides the basis for individual talent profiles for each partner.

III. FEEDBACK AND DISCUSSION

The consultant provides each individual with written reports, candid feedback and a thorough discussion of the findings. Through these one-on-one sessions each partner develops a clear understanding of his/her skills, interests, values, style, and personality and how they contribute to or hinder individual success and that of the partnership.

IV. PARTNERSHIP PROFILE IDENTIFICATION

With the completion of individual style and strength feedback sessions the partners come together to pool insights and develop a clear understanding and appreciation of how the individual profiles fit together.

V. ACTION PLANNING

Strengths as well as any identified weaknesses are explored to determine how the partners currently work together. The consultant assists in identifying ways of improving effectiveness in working together. Strategies for maximizing strengths and managing around weaknesses are developed.

VI. COACHING

During the implementation phase the consultant continues to meet with the partners (individually and/or collectively) for on-going coaching and support as agreed to in the planning phase.

VII. EVALUATION

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