



PROFESSIONAL COACHING

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

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

I. MUTUAL COMMITMENT

The professional 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 professional 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 professional 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 professional develops a plan of action that positively addresses the performance and career development issues. The plan includes goals, activities, timelines, follow-up and evaluation methods.

V. COACHING

During the implementation phase the consultant continues to meet with the professional 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.