



SENIOR EXECUTIVE COACHING

Senior Executive Coaching by KRH Consulting is a personalized service designed to assist an executive in enhancing performance effectiveness.

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

I. MUTUAL COMMITMENT

The executive and consultant thoroughly discuss the process and establish a mutual understanding and commitment to goals, procedures, timelines, confidentiality, and follow-up.

II. DATA GATHERING

The consultant collects pertinent data to assess the current situation. The executive usually participates in an in-depth interview and relevant objective tests. 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 executive 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 executive develops a plan of action that positively addresses pertinent performance and career development issues. The plan includes goals, activities, timelines, follow-up and appropriate evaluation methods.

V. COACHING

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