



BLANCHARD COACHING SERVICES

Coaching for Leaders

Coaching helps your high-potential, fast-track managers and leaders excel at achieving goals, leading their teams, and building relationships.

You depend on your leaders to develop people to their full potential, and sometimes even the best leaders need support. Blanchard coaches have the training and deep content knowledge to guide your leaders' growth and development so they can, in turn, inspire and guide their people's growth.

By working with a Blanchard coach, your leaders will identify what they should do more of, or less of, to achieve personal and organisational objectives as well as help their people be their best.

Coaching will help your leaders

- Become clear about who they are and their development needs
- Increase self-reliance and personal responsibility
- Improve communications
- Hold themselves and others accountable
- Build trusting and respectful working relationships
- Develop people more quickly

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Coaching Process

Identify Goals and Strategies

- Establish goals of coaching initiative
- Select participants
- Identify key job roles and responsibilities
- Discuss need for development/career plans

Identify Business Challenges and Leadership Issues

- Interview organisation sponsors
- Quantify business challenges
- Identify organisation goals and objectives
- Determine need for assessments

Orient Clients to Coaching

- Understand what coaching is and how to get the most out of coaching
- Assign and match coaches

Orient Coaches to Organisation

- Understand corporate culture and climate
- Understand organisation goals
- Link coaching to organisation goals

Coaching Begins

- Complete assessments
- Create executive coaching plan
- Maintain confidentiality
- Begin one-to-one coaching sessions

Support & Sustainability

- Conduct periodic check-ins with senior coach and coach(es)
- Maintain alignment with organisation goals

Coaching Ends or Extends

- Complete executive coaching reflection document
- Send surveys to clients
- Complete coaching process

Coaching for Leaders Includes:

- Up to ten 1-hour telephone or virtual coaching sessions over a 6-month period
- Access to Blanchard's Coaching Management System and resources.

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