EXECUTIVE COACHING METHODOLOGY:

The Next Generation of Executive Coaching

FRANKLINCOVEY COACHING PRINCIPLES

A PROFESSIONAL SERVICES FIRM APPROACH COACHING IS A TIME-LIMITED PROCESS ALIGNMENT &
PARTNERSHIP
ARE THE KEYS
TO SUCCESS

COACHING IS A DATA-DRIVEN EXPERIENCE SUCCESS IS MEASURED AGAINST PRESET OBJECTIVES

FOUR STAGES OF EXECUTIVE COACHING

1. ALIGNING OBJECTIVES AND DEFINING SUCCESS

- Initial Consult and Coach Match
- Initial Coach/Candidate Match
- Sponsor Team Meeting
 - Discuss objectives and define success with:







Candidate



HR/Talent



Coach





2. DATA COLLECTION AND RELATIONSHIP BUILDING

- Candidate Data
 - Life/Career history
 - Psychometric assessment
 - 360° interviews and/or survey
 - Competency models and internal reviews
- Business Knowledge and Data
 - Internal: culture, business strategy, talent strategy, role success, performance indicator
 - External: industry, climate, competitors, wild cards

3. DATA DEBRIEFING AND BEHAVIORAL COACHING

- Debrief With Purpose of Creating Behavioral Change Items
 - Leverage strengths
 - Develop opportunity areas
 - Mitigate deficit areas
- Meet Approximately Every Three Weeks to Allow Candidate Time to Practice Change
 - Hold three to four debrief meetings over two to three months
- Follow-up Sponsor Team Meeting Mid-Phase 3
- Pulse Check (360°) Survey at Conclusion of Phase 3





4. TRANSITION AND SUSTAINABILITY

- Action Planning
 - Create a formal, written development plan.
 Candidate presents draft to manager.
- Formal Transition Meetings With Sponsor Team
 - Assign support roles.
 - Schedule follow-up meetings between candidate and sponsor team.
- Final Meeting Between Coach and Candidate

COMMUNICATION PROCESS

Coach, Candidate, and Sponsor Plan

- Initial consult regarding engagement
- Alignment meeting in Phase 1
- Sponsor team in Phase 3
- Transition and sustainability meeting
- Regular touch points with coach throughout process

FranklinCovey and Client Organization

- Monthly activity reports
- Bi-annual or annual business review with our chief operating partner
- Select contact with FranklinCovey
 Select nartner

