



## COACHING SERVICES

# Coaching for Emerging Leaders

The future of your organization rests on your Emerging Leaders. You see the potential in your talent. Coaching will ensure your emerging leaders are equipped to reach their potential. Our coaches are trained to help your participants fast track their development plans.

Great leaders inspire their teams through modeling a life of vision and purpose and taking ownership of building strategies to achieve their goals.

By working with an Envision Evolution coach, your leaders will gain insights about appropriate alignment of actions.

### Coaching helps participants:

- Become more self-determined and authentic
- Elevate personal responsibility
- Improve communications
- Build more trusting and respectful relationships
- Increase leadership capacity

### Coaching for Emerging Leaders includes:

- Up to 10 1-hour telephone or Zoom coaching sessions over a 6-month period
- Access to Envision Evolution Private portal

### Coaching Process

<b>Envisioning</b>
<ul style="list-style-type: none"> <li>• Establish project goals</li> <li>• Identify participants</li> <li>• Clarify key roles and responsibilities</li> <li>• Discuss career path/development plans</li> </ul>
<b>Analysis</b>
<ul style="list-style-type: none"> <li>• Interview organization sponsors/stakeholders</li> <li>• Identify measurable business challenges</li> <li>• Clarify organizational goals and objectives</li> <li>• Establish appropriate assessments</li> </ul>
<b>Strategize</b>
<ul style="list-style-type: none"> <li>• Alignment and setting expectations for coaching</li> <li>• Assign coaches and schedule "Meet your coach" sessions</li> <li>• Introduce participants to the web platform</li> <li>• Ramp-up for coaching team</li> </ul>
<b>Yield</b>
<ul style="list-style-type: none"> <li>• Coaching begins</li> <li>• Assessments completed</li> <li>• Establish coaching plan</li> <li>• Ensure alignment to organizational goals</li> <li>• Complete mid-point surveys</li> <li>• Partner to end or extend coaching</li> <li>• Complete reflective practice exercise</li> <li>• Send final survey to participants</li> </ul>

