



COACHING SERVICES

Coaching for Senior Leaders

Your key leaders are critical to your organization's success. Give them the edge they need to upgrade their leadership capacity, tackle emerging business challenges, capitalize on opportunities, and sustain peak performance.

The modern executive is facing unprecedented challenges that come with an increasingly global market, multicultural workforce, less hierarchy, higher stakes, and faster paced interactions. Coaching equips your key leaders not only to survive through turbulent times, but to thrive through increasing their own leadership capacity while driving organizational strategy. Executives who work with a coach increase emotional intelligence, gain clarity, and more consistently develop innovative strategies to sustain peak performance and optimize engagement throughout their highly mobile and varied careers. With so much at stake, your top leaders need a confidential thought partner to discuss business challenges in a safe, neutral environment.

The **EASY**® Coaching for Senior Leaders Program helps you do just that. Through a one-to-one relationship with an Envision Evolution Coach, your leaders will identify key areas of focus that will most dramatically impact your organization's initiatives. The coaching sessions are action-

oriented and target business outcomes and leadership development. The coaching process challenges leaders to:

- Envision - Explore the Six Disciplines of Equilibrium to identify gaps between existing behaviors and organizational outcomes
- Analyze areas of focus for the greatest personal, professional, and business impact
- Strategize and prioritize action plan to build capacity in areas such as executive presence, strategic thought leadership, communicating core values, leading change, building culture, etc.
- Yield results that ensure organizational ROI



Coaching Process

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

Our senior ICF-certified coaches are supervised and supported by our highly experienced Coaching Solutions Director who is an ICF Master Certified Coach, Coach training developer, mentor, and supervisor. You can rest assured you will be working with coaches of the highest caliber.

Coaching for Senior Leaders is designed to be a premiere, custom tailored program that meets your leaders where they are and delivers precisely what is needed to achieve peak performance.

Coaching for Senior Leaders Includes:

- Unlimited phone and/or Zoom coaching sessions
- Access to our Management Portal; and 6 months of support
- Assess the Six-Disciplines of Equilibrium and integrate into development plan
- Interview-based 360 assessment and report compiled and delivered by coach

