

## Leadership Development & Coaching

Coaching is an interactive, professional partnership focused on helping individuals to develop additional skills in their current or new position or to prepare them for future growth in the organization. Coaching is a confidential activity - what is shared with a coach is not shared beyond the coaching relationship. Optimally the manager of the person being coached is included in the process to aid in reinforcing changed behavior and to provide opportunities and resources that enhance new skill development. Coaching can be particularly helpful for supporting new executives and managers during their transition into a new role.

### **Solution-Based Services:**

- Help in identifying key goals and objectives and developing personal action plans.
- Serve as a confidential sounding board for ideas, issues or concerns.
- Provide impartial feedback and consultation to help increase awareness and improve professional and/or interpersonal skills.
- Administer and interpret personality assessment instruments to help understand personal styles/preferences.
- Administer and interpret 360 feedback instruments to better understand how the individual's performance is experienced and viewed by others.
- Help keep the person being coached stay on track.