

Executive Coaching

Making the case for Executive Coaching.

Coaching is the difference between frustration and accomplishment, learned helplessness and agency, stalling and thriving. As a result of engaging with our pLink Leadership Executive Coaches, our clients become more effective leaders – better versions of themselves, better colleagues, better team builders, better creators.

Our Approach

- A dedicated cloud-based portal to keep track of the details and house on-demand resources.
- A coaching bank of 10 hours to include a powerful 360 assessment, coached debrief, goal setting, and a series of follow-on coaching sessions to fully integrate the feedback into next-level leadership.
- Personal, confidential, and insightful time with your dedicated pLink Leadership Executive Coach. Unpack feedback, identify patterns, set goals, and craft a future you actually want. Be brave. Live big. We get you and we've got you!

The 360 Assessment

Many people have had poor experiences with 360 assessments. This is not one of those experiences. The Leadership Circle Profile™ is an evidence-based assessment that “magnifies why leaders do what they do and how they can transform.” **We** love it because it is built on a solid evidence base, it highlights mindsets and behaviors, and, perhaps most importantly, it illustrates what a person can move towards, rather than away from. **Our clients** love it because the feedback, along with the coaching, provide “learn today/apply tomorrow” opportunities that create real change.

IMPACTS OF COACHING

To gauge the impact our coaching makes, we measure change across **14 Leadership Behaviors**, **5 Vitality metrics**, and **1 Clarity on Growth Trajectory metric**. Our “Coaching Look Back” makes progress visible and supports our clients in articulating their progress and keeping track of their successes.

Our executive coaching clients report individual gains in **learning to think from multiple perspectives** (#1), **being able to articulate their leadership style** (#2), **becoming more self-aware** (tied for second place), and **having the time and space to reflect deeply** (#3).



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Over time, I have delegated more than a quarter of my job, freeing up time to lead in powerful ways that have made the project and me qualitatively more successful. The coaching process made a real difference, not just in how empowered I feel, but in real outcomes.

- 2021 pLink Executive Coaching client

FORMAT

Clients are matched up with one of our engaged, bright, and expert coaches through an interview process and then on-boarded to our cloud-based coaching platform. Clients then meet one-on-one with their coach, through video or audio interface, to work on receiving feedback, setting goals, and leveling up their leadership.

- **Feedback.** pLink Leadership coaches and clients use the Leadership Circle® Profile 360 (LCP), CliftonStrengths by Gallup®, the VIA assessments, and pre-existing feedback resources as a way to gain insights and refine goals.
- **Cadence and Timing.** Coaching packages begin with an LCP and a series of one-hour sessions. The first session is an orientation to the LCP process, the next is a 90-minute debrief of the 360 results, and from there, bi-weekly one-hour sessions unpack the feedback and develop goals and strategies for leveling up. Coaching sessions are scheduled at mutually convenient times for coach and client.
- **Accountability.** Clients benefit from our online coaching platform to track progress against goals, keep shared notes and documents with their coach, and manage their sessions. This also allows for client goals and utilization rates to be shared back with the sponsoring organization.

