

# Executive Coaching

## The Case for Executive Coaching

In the process of becoming of a leader, people develop blind spots. The blind spots persist over time because the higher the leader's level in the organization, the less candid feedback they receive. Coaching creates a safe, confidential, and individualized environment where the conversation can get real about what is working and what is not - about the mindsets, behaviors, beliefs, and habits that are helping or hindering effectiveness.

pLink Leadership coaching focuses on three C's - **competence, character, and consciousness.**

- What do you know how to do (skills and strengths)?
- Who are you when everyone - and no one - is watching?
- How are you awake to, and aware of, your internal terrain and external environment?

Complexity and uncertainty continue to increase in today's business world. Working with one of our expert coaches means to deliberately develop oneself so that self-awareness in the moment is heightened, emotional intelligence is maturing and attuned to the environment, and behaviors are aligned with the intended outcomes.

The process of coaching develops the Inner and Outer Game of a person, facilitating self-knowledge, improved life satisfaction, higher levels of engagement, and better strategies overall. Leadership effectiveness improves as a result of the coaching process, and in turn, so does business performance.



“ The talent process which delivers the single greatest overall business impact is coaching.

- Josh Bersin

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HIGH IMPACT TALENT MANAGEMENT

## LEARNING OUTCOMES

### Individual

- Increased self-awareness
- Establish strategies for overcoming obstacles created by outdated mindsets and behaviors
- Increased leadership effectiveness with better business performance as a direct result

### Organizational

- Increased accountability at the individual and team levels
- Increased collective leadership effectiveness with better business performance overall
- Enablement of innovation, rapid recovery from setbacks, and increased leadership endurance
- Increased awareness of the business environment and responsiveness to it
- Creation of a place where people want to work (higher engagement, lower turnover)

## 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.
- **Individual Scheduling.** 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 their 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 allows for client goals and utilization rates to be shared back with the sponsoring organization.

