



# Executive Coaching

Coaching is the process of supporting a leader or leadership team to become unstuck from their derailers and to transfer them into learning opportunities that can drive positive and sustainable change that drives organizational results. Knowledge and skills are simply not enough in today's dynamic operating environment. Leaders must be able to understand themselves and their strengths and opportunities and be successfully able to implement their full capabilities in the day-to-day.

We believe that leaders develop best when exposed to a variety of blended learning opportunities. Coaching provides individualized development that can be put into action in the workplace immediately. As an experienced coaching firm, we provide a deep bench of diverse coaches to support in a wide variety of situations from senior executives and middle managers, to coaching for entire leadership teams.

## Typical Coaching Engagements

While each coaching engagement is custom designed to best meet the needs of the client and their organization, we have outlined four of the most common processes that we support to give you an understanding of our work.

### One -on-One Executive Coaching

Typically 12-18 months in duration, coaching with executive level leaders provides intensive opportunities for reflection, self-awareness, and deep exploration of the impact of their behavior on their organization.

#### HIGHLIGHTS

- Rigorous coach matching process to pair the right coach for the client
- Data collection via assessment battery, interviews, and site observations
- Data feedback and identification of focus areas
- Bi-monthly coaching sessions (36 sessions)

### Leader Coaching

Typically spanning 3-6 months in duration, one-on-one coaching with mid-level leaders provides intensive opportunity for reflection, self-awareness, and deep exploration of the leader's impact on their teams.

#### HIGHLIGHTS

- Rigorous coach matching process to pair the right coach for the client
- Data collection via assessment battery, interviews
- Data feedback and identification of focus areas
- Bi-monthly coaching sessions (12 sessions)

## Team Coaching

Typically spanning 6-18 months, team coaching is a process where an entire intact leadership team is actively engaged in a coaching and alignment process. Data is typically collected on the individual members of the team and is used to generate insight into how the various members of the team impact the effectiveness of the team as a whole.

### HIGHLIGHTS

- Rigorous coach matching process to pair the right coach for the client team
- Data collection via assessment battery, interviews, and site observations
- Data feedback and identification of focus areas at individual and team levels
- Bi-monthly coaching sessions (36 sessions)

## Feedback Coaching

Typically spanning 1-3 sessions, feedback coaching is focused on the debriefing of assessment data and the initial sense-making and development of a plan of action.

### HIGHLIGHTS

- Data collection via assessment battery
- Data feedback and identification of focus areas
- Bi-monthly coaching sessions (3 sessions)

## The gothamCulture Approach

