

EXECUTIVE/LEADERSHIP COACHING

NAVIGATE COMPLEX CHALLENGES WITH STRATEGIC FINESSE, AND CULTIVATE A HIGH-PERFORMANCE CULTURE, DRIVING PERSONAL GROWTH AND ORGANIZATIONAL SUCCESS



Our Award-winning Coaching Program, Milestones, is designed to improve overall leadership effectiveness through a deliberate process that utilizes focused conversations to create an environment for individual growth, purposeful action, and sustained improvement.

The role of an Executive Coach role is to (1) champion opportunities and build on personal strengths (2) challenge blind spots to illuminate new possibilities, (3) act as a sounding board in exploring possibilities, (4) foster shifts in thinking that reveal fresh perspectives, and (5) provide objective assessment that foster the individual's self-awareness. We take a 5-step approach:

- 1 Coordinate a Chemistry Call with an Approved Coach:** We arrange "chemistry calls" with TSI, LLC approved coaches, emphasizing the importance of participant engagement for effective coaching.
- 2 Define and Articulate Learning Outcomes:** Collaboration with participants and companies to set personalized goals, ensuring a tailored and effective learning experience.
- 3 Administer and Interpret a Leadership Assessment:** Participants and supervisors gain insights through a professional assessment, highlighting strengths and improvement areas.
- 4 Provide Individualized Coaching:** Tailored coaching sessions are provided both virtually and in-person, scheduled in advance to meet participant needs.
- 5 Review and Evaluate the Return on Investment (ROI):** Midpoint and end-of-coaching reviews focus on progress in skills, behavioral changes, and business outcomes, with supervisors playing a crucial role in reinforcement.

Length of engagement: Coaching programs range from 6-12 months. The critical first three months involve weekly one-hour sessions to build commitment, consistency, and accountability. After this, sessions shift to bi-weekly or as needed.

Who is coaching for: Ideal for both new and experienced managers, supervisors, directors, or senior leaders.

Coaching is used for: Useful for succession planning, talent development, during organizational

Key Benefits: Key outcomes include leadership growth, heightened self-awareness, better communication skills, and enhanced productivity and performance.

