

Individual and Team Coaching



We Work with Individuals



- FWI will work with you, face-to-face and phone connections over six months, to coach individuals who are perched for leadership. We will work with each cohort member to address career issues that may arise (work expectations, work-life, continue change, etc.) and how to build and enhance leadership competencies.



- We work with clients to help them better:
 - Understand their strengths and deficits
 - Be more aware of others' impressions
 - Appreciate the impact associated with their current behaviors
 - Practice new behaviors that are more effective in the workplace and can prepare them for leadership



And With Coaching Circles



Group of employees discussing work and career issues with an executive coach

Group meetings are designed to facilitate and support outcomes –skills and strategies for career success

Regular meetings (monthly for a six months)



The chance to get advice and reactions they would otherwise never get

The focus is on the present and the future

Chance to learn from peers as well as from executive coach

An opportunity to “see how it’s done”

Coaching Circles Can Occur...



One-on-One Executive Coaching



- **Allows for a strong connection to develop**
 - Based on 360 feedback – gaps are identified for leadership and personal growth
 - Two hour monthly sessions to monitor progress from each session
 - Identify individual's strengths and blind spots – what gets in the way of moving forward and changing in behavior
 - Can be peer coaching as well

Cohort Circles



- **Allows for small groups to share information and exchange ideas in a team-like setting**
 - Can include up to 10 members in coaching cohort
 - Two FWI Coaches
 - Identifying group's strengths and addressing barriers/obstacles/actions to moving forward identified through group's 360 cumulative report

We Help Individuals Balance Their Strengths and Weaknesses



- Our weaknesses are often related to excessively employing our strengths
- We must first be able to accurately understand our strengths and then learn to “turn up” or “turn down” the volume, as needed



- Examples include:

Strength—when employed in moderation

Focus
Determination
Concern for Relationship

When employed in excess

Closed Mindedness
Rigidity
Difficulty to Set Pace



We Use Tools Like the ESCI (Emotional and Social Competency Inventory) Understand Their Strengths and Deficits

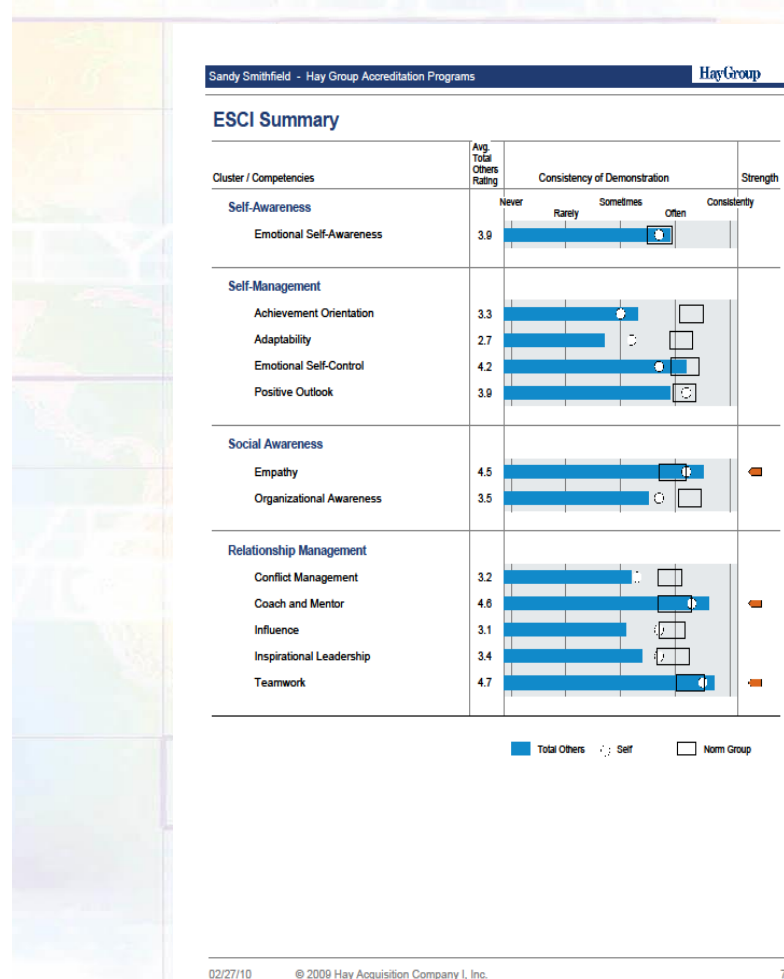


Feedback Report

Feedback
フィードバック
ildirim
Обратная связь
Bericht
HayGroup

Emotional and Social Competency Inventory
Sandy Smithfield
Hay Group Accreditation Programs
02/27/10

משוב
Rétroaction



We Facilitate 360° Feedback Sessions So Individuals Can Better Understand How Others Perceive Them



Emotional and Social Competency Inventory



Self-Awareness

- Emotional Self-Awareness

Self-Management

- Achievement Orientation
- Adaptability
- Emotional Self-Control
- Positive Outlook

Social Awareness

- Empathy
- Organizational Awareness

Relationship Management

- Conflict Management
- Coach and Mentor
- Influence
- Inspirational Leadership
- Teamwork

Self-Management

Achievement Orientation

Striving to meet or exceed a standard of excellence. People who demonstrate this competency look for ways to do things better, set challenging goals, and take calculated risks.



Consistently
Often
Sometimes
Rarely
Never

Adaptability

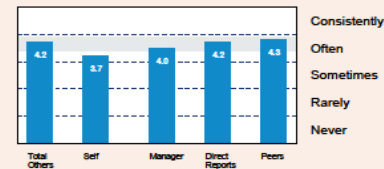
Flexibility in handling change. People who demonstrate this competency willingly change their own ideas or approaches based on new information or changing needs. They are able to juggle multiple demands.



Consistently
Often
Sometimes
Rarely
Never

Emotional Self-Control

Keeping disruptive emotions and impulses in check. People who demonstrate this competency are able to maintain their effectiveness under stressful or hostile conditions.



Consistently
Often
Sometimes
Rarely
Never



Our Coaching Process Has Five Primary Steps



Set initial coaching agenda/objectives

- Brief key stakeholders about individual(s) in need of coaching—ideally includes “all hands” meeting
- Define initial coaching goals and process
- Discuss goal of program, challenges and strengths of cohort members

Conduct Intake/ Assessment

- FWI coaches meet with individual(s) for ½ day (2-3 hours) and explore problem areas, client perceptions, and her/his motivation
- 360 ESCI – Emotional and Social Competency Inventory. Individual results and group results for action plans - cohort and individual. Topics can include: effective communication, executive presence, conflict resolution, etc.
- Kick-off meeting

Design Coaching Plan and Training

- We develop a customized coaching plan with objectives for coaching cohort and individuals
- Coaching plan to include 2 – 3 hour training on agreed upon topics, as well as readings designed to enhance specific learning experience
- We also choose a coach(es) that we see as a good “match” for the client/group

Conduct Coaching—by phone and live

- Identify key themes that cut across each coachee and prioritize one-on-one coaching needs
- Coaching lasts 6 months—first 3 months more intensive, including one bi-weekly call
- We prefer one in-person meeting and monthly meetings with the cohorts in the initial stage
- Coaching follows an agreed-upon agenda but may be less structured as needed

Monitor, Evaluate, Adjust, and Conclude

- Simultaneous to coaching, we meet with key stakeholders to discuss progress and evaluate coaching process
- Adjustments may be made to coaching, as needed
- We conclude coaching relationship with quarterly “check ins” as requested