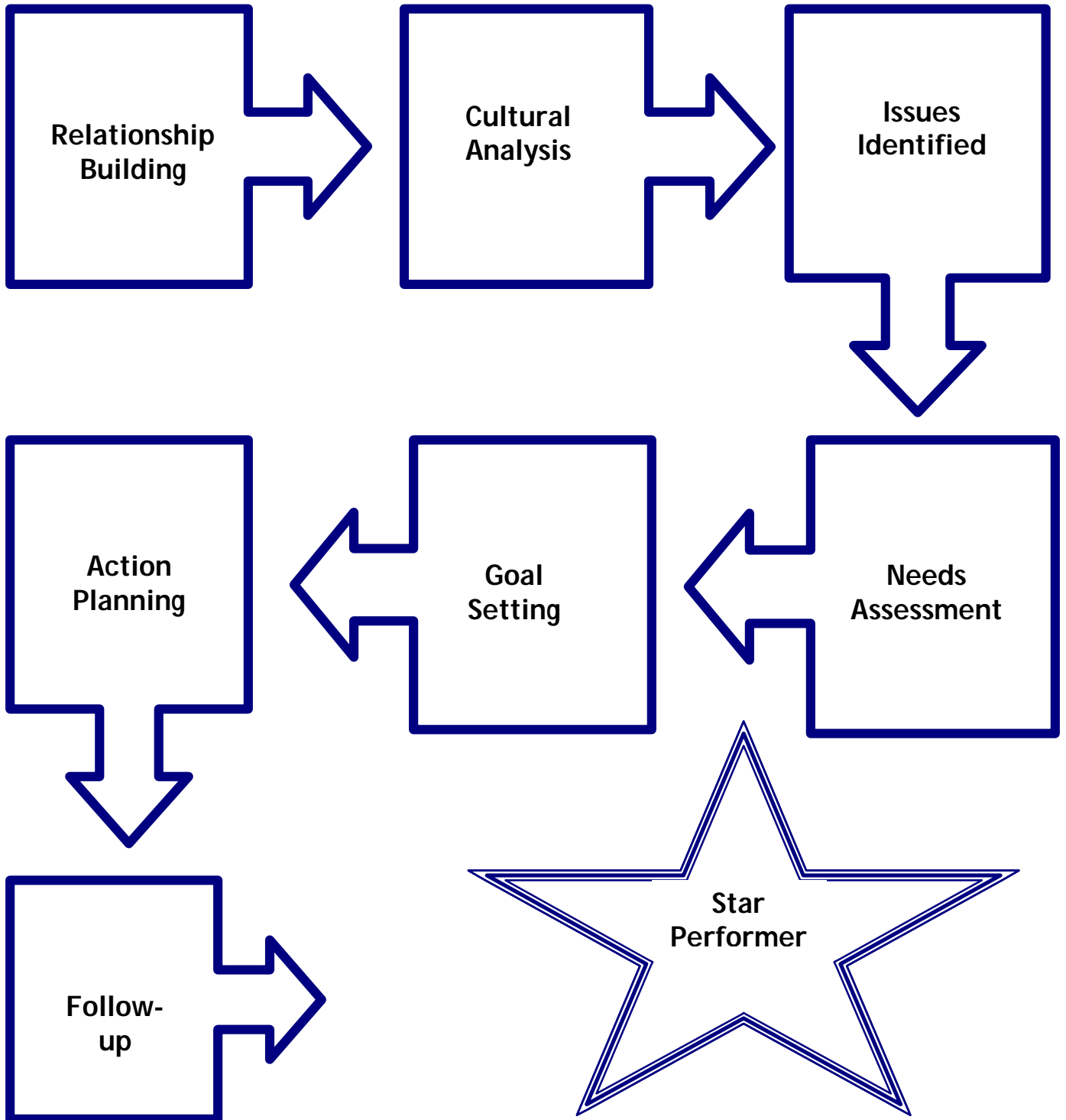


Executive Coaching Process





DIVERSITY RECRUITING & RETENTION CONSULTING SPECIALISTS

Executive Coaching Process

Relationship Building

Involves building rapport with the client and creating a safe and confidential environment of trust to allow open dialogue to occur. The Diversity Wheel™ developed by Global Lead Management Consulting will be used to identify all characterizing information that makes that individual unique.

Cultural Analysis

In order to more accurately assess the impact of cultural variables on career issues, an analysis of cultural influences on career decisions will be made. However, the degree of cultural awareness will vary by individual.

Issues Identified

Without judgment, personal and professional issues will be ferreted out so that the proper assessment tools can be used to provide feedback on the individual's knowledge, skills, competencies, and/or behaviors.

Needs Assessment

The appropriate assessment tool, based on the performance gaps identified and individual interview(s), will be used to give the individual input on their personality and/or behavior. The analysis and input from the assessments will assist them in improving desired performance. Assessment tools used may be one or more of the following: 360° Feedback, Emotional Intelligence, Career Architect, MBTI or DiSC instruments.

Goal Setting

Based on the results of the assessment tools, we will analyze how the individual can best demonstrate new skills and behaviors in their current role. In addition, we will discuss the obstacles hindering goal achievement. Ultimately, the mutually agreed upon goals will be aligned with the individual's career and performance objectives.

Action Planning

Knowing *how* to accomplish goals is as important as setting them. A realistic action plan, with measurable deadlines for accomplishment, will be used to facilitate getting results from the coaching experience.

Follow-up

A mutually agreed upon follow-up plan will be established with the individual. The degree of follow-up needed will vary by individual.