



# Realizing Possibilities Through Impactful Talent Solutions

## Targeted Coaching

### Real-Time Impact and Sustained Change

#### Coaching in High Definition

As the pace of change and the demands of leadership have increased, our clients have asked for a coaching approach that provides real-impact in a condensed period of time. In response, we have developed our Targeted Coaching offering.

#### Targeted Coaching has the following characteristics:

**Behaviorally Targeted** – coaching is focused on core observable areas of focus.

**Time Condensed** – coaching is provided in quarterly (three month) segments after the initial assessment phase.

**Measurable** – coaching includes process and outcome measures

**Short Feedback Loops** – Coachee progress is reviewed regularly and used to calibrate and focus coaching efforts.

**Participant Focused** – coaching is organized around the unique needs of the Coachee, and his/her areas of development focus. This includes the timing and content of the coaching meetings; and interim commitments, assignments, and support.



#### Targeted Coaching: Assessment Phase

The purpose of the Assessment Phase is to ensure clarity and alignment of the Participant and their Manager/ HR on the behaviors and measures of the coaching. A personalized validated assessment tool will be utilized (i.e. LTI, Hogan, etc).

#### Targeted Coaching: Engagement Phase

The focus and content deployed in the coaching engagement will be customized based on each participant's areas of development, and their availability.

#### Targeted Coaching: Review & Completion Phase

The actual coaching conversations will remain confidential, however, progress will be calibrated with the employee's manager(s) after the first and second month of coaching. At the end of the three-month coaching period there is a review of progress and areas of focus with the Coach, Coachee and the Coachee's Supervisor and/or HR support. As part of this Phase there is also agreement on continued areas of Coachee development.

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