



LEADERSHIP COACHING

Realize Measurable and Sustainable Change Through CMP Coaching

METHODOLOGY

CMP's coaching methodology is relationship-enabled, assessment-driven, and outcome-focused. It combines a **clinical and process-oriented approach** to behavior transformation with the experience that comes from **decades of leadership coaching**. Each coaching engagement follows the phases outlined below.



ASSESSMENT PHASE

The assessment is comprised of **two inputs** – administration of an individual assessment instrument and completion of a verbal, or online, 360 assessment. The individual and 360 assessment results are summarized in a written report that outlines the participant's key predispositions, relative strengths, and current/potential risks and derailers. These results will be **fully debriefed** with the participant and used to finalize their key development areas. The areas of development focus **may also be reviewed** with the participant's direct supervisor(s) – if that is deemed helpful to the process.

ENGAGEMENT PHASE

The focus and content deployed in the coaching engagement will be **customized** based on the individual's areas of development and availability. Generally, there is a two to three hour kickoff meeting in which the areas of development focus are **fully identified with the plan and activity path** for their development. Going forward, one hour coaching meetings are typically scheduled on an every other week basis. Meetings can be in person or via phone, depending upon travel and availability.

COACHING REVIEW PHASE

Periodically, a representative from CMP will **gather input** on the progress and effectiveness of the coaching. In addition, the coach will touch base with the participant's manager and/or HR to **gauge progress** and calibrate on areas of continued focus.

These offerings are available in 3, 6, or 12 month programs according to your specific needs.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or request more info.