



# Realizing Possibilities Through Impactful Talent Solutions

## Table Coaching

### Leverage the focus of coaching and the strength of the group

#### Designing for High Impact

Table coaching provides a uniquely impactful development experience if designed correctly. The design of a table coaching solution needs to meet the unique requirements of a company within the following design principles: Start small and learn - have some early successes with a manageable number of Table Coaching participants. Limited resource burden - The approach needs to be effective, efficient, simple and scalable with success. Apply best practices to a formal program - the best practices from other companies need to be leveraged to minimize the Company learning curve.



- Develop a strong cohort of connected future leaders - design of interactions and learning builds bridges and facilitates cross-functional collaboration.
- Make it “stick” through accountability - paired learning and follow-up support the embedment of learning and individual development commitments.
- Migrate capability inside the company - the tools and practices need to be taught and transferred to people within company.

#### Leverage for Organization Impact

The reach of Table Coaching solutions can also be leveraged to drive broader organization learning and change. When designed and implemented effectively, companies have realized measurable results in retention, performance, succession readiness, employee engagement, and process and product innovation.

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