



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 us 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 CHARACTERISTICS

- ◆ **Behaviorally Targeted** – coaching is on core, observable areas of focus ABC
- ◆ **Time Condensed** – coaching is provided 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 meeting; and interim commitments, assignments, and support.

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 AND 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 coachee's supervisor and/or HR support. As part of this phase, there is also an **agreement on continued** areas of coachee development.

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.