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.



# **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 the company. https://xtensio.blob.core.windows.net/images/big/qv8xcvob/ICZTRwRXfkaugQa4MoJAqA.jpg |

## **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 product innovation.

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