

COACHING



**WE START WHERE YOU ARE
and take you to where you want to go.**

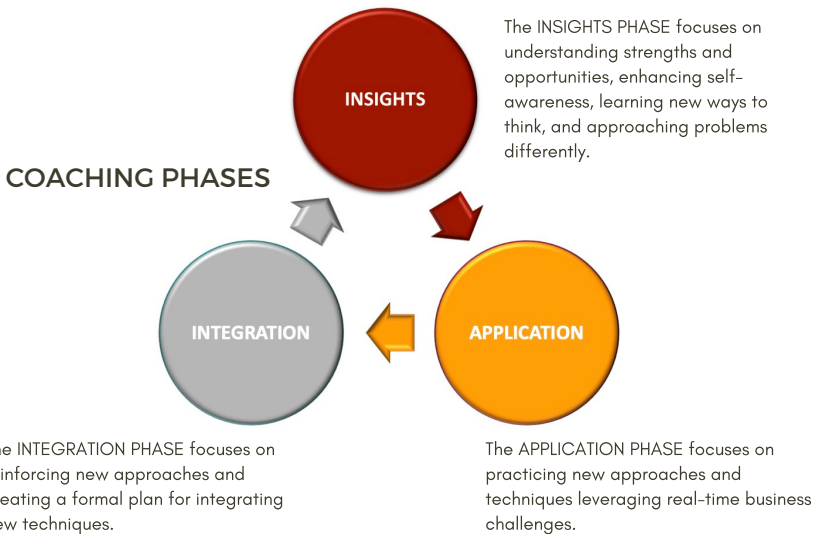
Coaching provides leaders and individuals an excellent opportunity to develop new skills, enhance organizational performance, work through challenging decisions, and gain new perspectives or ways of thinking. While each individual will have a unique plan, our coaching approach focuses on enhancing self-insights, learning and applying new techniques, and then integrating those new skills for the long term. Organizations, in turn, benefit from their leader's enhanced performance, improved relationships, and overall engagement and effectiveness with the teams they lead.

THE COACHING PROCESS

begins with you

Regardless of where you are in your career or where you want to go, the coaching process will provide you with the necessary tools to get there. We start the coaching process with feedback from peers, co-workers, managers, and even customers. From there, we like to complete a full talent evaluation, which helps us identify your strengths and development opportunities and unearth any hidden skills or attributes that may be undermining skill expression. We then work with you to establish a customized plan to ensure you achieve your developmental and performance goals. While your profile will be specific to you and your objectives, there are three distinct phases that we will walk you through - gaining new insights, learning how to apply these new insights and finally integrating them into your day-to-day leadership approach.

To help ensure that you stay on track with your development, we meet periodically with you and your internal managers and/or talent development teams to ensure that the desired changes are being noticed by others as well. This feedback loop helps ensure you make the type of progress you want. Each coaching phase takes, on average, 4-8 weeks to complete.



To learn more about they types of coaching services available visit,
www.SPARKnU.com