



To achieve strategic objectives, best-practice organizations offer Executive Coaching to key executives to aid in the development of core leadership competencies necessary to lead the organization to continued success.

The goals of each coaching relationship are to

1. Develop consensus on the individual executive's development goals aligned with corporate strategy.
2. Set specific leadership and skill development action plans based on each executive's unique needs.
3. Foster practical, behavioral change on the job through self-assessment and skill development with guidance from an executive coach.

TD's Four-Phase Process:

Phase 1: Contracting – A description of the project goals is agreed upon between the client organization and the TD coach.

Phase 2: Assessment – Data collection related to the specific coaching need is gathered. This data collection may include administration and interpretation of interpersonal diagnostic assessment instruments, multi-rater feedback, performance documentation, shadowing, and interviews with clients, staff, etc.

Phase 3: Goal Setting and Implementation – Implementation of one-on-one coaching plan to meet client and organization's goals.

Phase 4: Assess Progress – Project update on progress of coaching assignment and additional needs/ recommendation is conducted.

Roles and Expectations:

While the Executive and his or her Executive Coach form a distinct relationship, input from the individual executive's Reporting Manager is vital for a successful outcome. TD's Project Director works with each client to define the roles and expectations of each Executive, Executive Coach, and Reporting Manager.

To discuss your organization's Executive Coaching needs, contact TD Consulting Group at 914-948-8065 or info@tdgroupusa.com.