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## Overview

### **Understand your objectives and vision**

We work with the leadership team to understand near term objectives and their long term vision for the business. Clarity of vision will unite and enlist the organization around a common purpose

### **Establish clear goals and measures**

Often goals are viscerally understood but neither specificity nor measures are established which limits accountability and achievement of the “next level”. At this stage we work with leadership to clearly establish the goals and measures that will move the organization toward its defined vision and provide the metrics necessary for our successful coaching engagement.

### **Assess your current situation**

Utilizing a variety of assessment methodologies, we evaluate operations, sales, marketing and personnel to determine where strengths and possible limitations exist.

### **Identify gaps and opportunities**

Drawing upon the assessment of various functions in the previous phase, we then evaluate the data against the defined goals and objectives to determine where gaps exist. We then, with leadership, prioritize and determine the most significant opportunities for achieving success.

### **Develop Success plans and executables**

Once the gap analysis is complete and priorities established, we work with you to define the actions and behaviors that will strengthen individual and organizational performance and anchor them with specific measures. This Success Plan, will then serve as the cornerstone for the remainder of the engagement.

### **Coaching toward objectives**

In this phase, your coach will meet with you every two weeks to discuss progress, barriers and strategies to the execution of the Success Plan. Your coach is a sounding board and confidant that encourages you to shed self limiting beliefs, strengthen leadership effectiveness and guide the growth of your organization instilling accountability and ownership.

### **Measure, acknowledge and feedback**

At each step in the process we commit ourselves to the metrics. Celebrating successes and evaluating where we were less than successful empowers you to continually move toward your desired outcome with confidence. This behavior provides the feedback mechanism necessary for sustained growth of both the individual and the organization.