

# The GRT Executive Coaching Process

## What You Can Expect...

While the specifics of the leadership coaching relationship depend on the needs of each person, below is a sample of what each step in our process together might look like...

### PHASE I – Assessing Who and Where You Are

After signing the coach–client agreement and confirming payment, we begin...

We start your one-on-one executive coaching process with assessments:

A Style of Influence online personality assessment activity

An initial conversation to familiarize me with your background and professional goals

Possible interviews with a couple of key coworkers and supervisors

### PHASE II – Designing Your Custom Focus and Goals

We have an “unpacking” discussion about your SOI assessment and the information I have collected

We determine the most effective focus of our time together and schedule sessions

We identify TWO personalized coaching outcomes to build our conversations around.

### PHASE III – Biweekly Coaching Calls and Conversations

We focus on moving you toward your desired outcomes.

Sessions are held every two weeks to allow time for development and action steps to occur.

Each session will begin by discussing and debriefing your past two weeks’ progress and experiences.

We will invest time on identifying possible action ideas and potential obstacles

You will commit to taking specific action before our next coaching conversation

### PHASE IV – Continuation or Follow-up Plans

Our goal is to develop you into a **more skilled and confident team leader** so you can continue to achieve your stated goals and improve team effectiveness.

As our first three months of conversations nears, we will discuss your interest in either continuing our coaching relationship or completing the coaching program and scheduling a 60 day follow call...

