

Two Coaching Journeys



	Manager 1	Manager 2
Objectives of Coaching	To build executive presence	To augment capability in building strategic relationships
Broad coaching agenda / focus areas	Creating visibility, credibility, branding/showcasing, poise, building confidence and presence, commitment, passion, perception management, circle of influence, networking, belief/value systems, handling political environments in the network of stakeholders	Networking, building emotionally mature and trustworthy relationships, increasing enhancing circle of influence, augmenting relationship building for enhanced negotiation capability and visibility, handling difficult people, conversations and situations, building leaders,
Session 1 Focus	Developing IDP <u>Some probe areas:</u> elements of executive presence (conviction, confidence, poise, brand image, visibility, etc.), kind of events coachee has to lead or be part of, how he has leveraged on it in the past, level of criticality, impact areas – business, personal, career.	Developing IDP <u>Some probe areas:</u> stakeholder mapping, identifying critical stakeholders, what has worked in the past, intrinsic style of relating with people, level of emotional involvement, efforts towards building trust, confidence, reliability, task orientation versus people orientation



Two Coaching Journeys *(cont)*

	Manager 1: Executive Presence	Manager 2: Relationship Building
Session 3	<p>Option 1: Shadowing – a medium to large size audience event is shadowed where the participant maybe making a presentation or giving a critical message. Coach makes observations and feedback shared on demonstrated behaviors specifically around the focus area.</p> <p>Option 2: Simulation – a preparatory role-play between the coach-coachee. Coachee practices elements of executive presence which he will leverage on for an important event.</p>	<p>Option 1: Simulation – role-play around conversation/interaction between coachee and a key stakeholder.</p> <p>Option 2: brief version of 180 feedback where critical stakeholders give feedback around coachee’s relationship building capability. Findings from the feedback discussed augment specific expectations of the stakeholders.</p>
Closing Session	Focuses on review of change process and what are areas that coachee would want to continue working on. Exploration of enlisting the support of a peer or “buddy” to continue the feedback and review process	
Sample take-back assignment (to be discussed in a following session)	Creating your brand image – self-reflective exercise, identification of individual characteristics distinctive to the participant, coming up with a brand statement	Stakeholder Map and Circle of Influence – mapping is done by identifying critical stakeholders – profiling of the participant and mapping it back to the stakeholder map