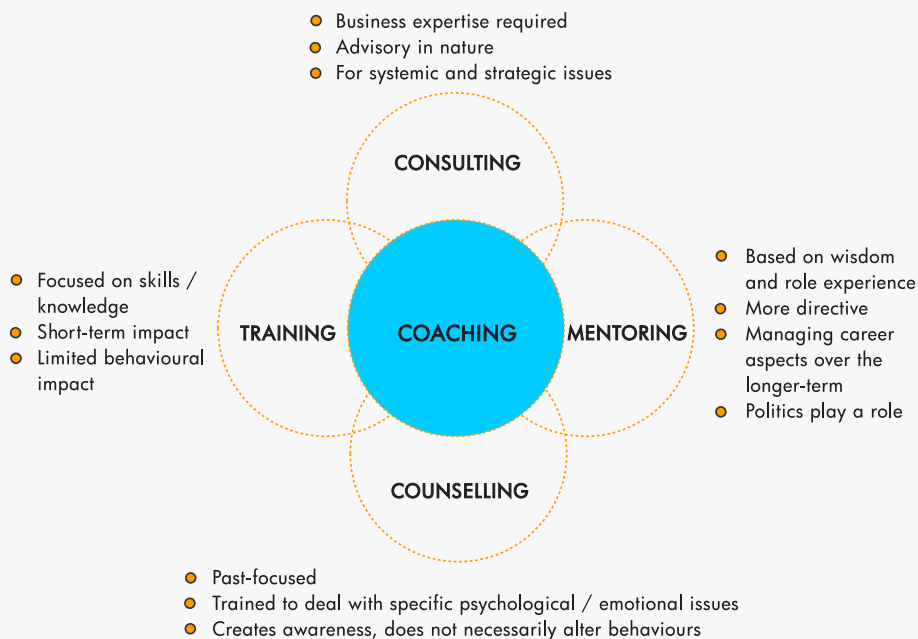




AC COACHING

As part of our Leadership Development services, we offer standalone Executive and High Potential Coaching programs as well as integrated Coaching opportunities within larger Change Management interventions for companies.

AC's Coaching is about **facilitating positive, targeted change** in individuals by focusing on cognitive, emotional and behavioural dimensions in the context of the role they have in the organisation and in alignment with personal expectations.



Coaching for us is about **effective and constructive conversations to:**

- Discover valuable insights into a person's personality and (leadership) style
- Uncover critical blind spots
- Focus on strengths & opportunities, rather than weaknesses
- Re-align values as well as cognitive, emotional and behavioural responses
- Support in creating and implementing self-driven solutions
- Provide the context to achieve performance and results
- Set clear goals and commitments for improvements
- Improve success, growth, development and well-being

Coaching conversations are conducted by using the Gerard Egan model, effective questioning and the application of emotional and behavioural change techniques.

Each coaching conversation will be documented, the coachee will commit to regular "homework" and follow-up's and a coaching report will be submitted at the end of the coaching program to the coachee and sponsor.



A coaching program will include the following key steps:

EDUCATION

- 1. Conduct Meeting(s) with Sponsor / Boss, HR and Coachee** to explain the objectives and flow of the coaching program

EDUCATION & DATA COLLECTION

- 2. Assess and analyze current situation**
 - 360° (Mini) Survey (can serve as per-measurement tool)
 - Interview with boss, peers & staff (selectively)
 - Coachee Springboard questionnaire
 - Past Performance Appraisals Review
 - Coachee Online Self-assessment (optional)

DATA COLLECTION & PLANNING

- 3. Set and Align Improvement Goals for the Coachee**
 - Review of current situation and goal-setting session with Coachee
 - Alignment of goals with Sponsor's / Boss expectations

PLANNING & COGNITIVE, EMOTIONAL AND BEHAVIOURAL CHANGE

- 4. Conduct 8 one-on-one Coaching sessions** (90 min each) over a period of 6 months.

MEASUREMENT, EVALUATION & MAINTENANCE

- 5. Conduct an Interim Review Meeting after 3 months** with Sponsor/Boss
- 6. Conduct Final Review after 6 months** with Sponsor/Boss and Coachee
 - Post-measurement (360° Min Survey; Performance Appraisal Rating, Qualitative Feedback)
 - Final Coaching Report
- 7. Follow-up with Coachee** in subsequent 1-3 months

The key benefits of Coaching include the following:

- Continuous one-on-one attention
- Expanded thinking dialogue with a curious outsider
- Self-awareness, including blind spots
- Personal accountability for development
- Just-in-time learning