

EXECUTIVE COACHING

Vantage significantly accelerates the development of high potentials and other key players through *executive coaching*.

Our work usually begins with an independent assessment and then close collaboration with the participant's manager in order to determine the most relevant and actionable developmental targets. Vantage coaching focuses on aggressively leveraging strengths and shoring up important gaps, with an explicit intent to deliver financial ROI to the business while building organizational capability for the future. In our experience, this is a win-win-win proposition. That is, the individual leader benefits through his/her enhanced confidence and impact, the business benefits in tangible near-term ways and in strategic capability-building, and the leader's team benefits through his/her enhanced management skills.

Vantage coaching services:

- Equip individuals with the skills required to improve business and financial results
- Prepare leaders to handle new challenges, work cross-functionally and operate successfully at the next level
- Increase the commitment, retention and competitive advantage of talented professionals who are actively seeking opportunities to fully leverage their capabilities and potential
- Address limitations that could stall or derail a career, thus reducing the likelihood of failure and avoiding the cost (and turmoil) associated with replacement

The Vantage team is composed of seasoned coaches who have worked with leaders from a wide range of functions and industries on both a domestic and international level. We are adept at matching our consultants to particular individuals and unique situations.

Questions and answers about coaching:

Q: *What is Vantage's approach to coaching?*

A: Although individualized to meet the needs of each leader, our coaches focus on directly impacting job performance. An assignment typically includes the following steps:

- A full leadership assessment that synthesizes data gathered from a thorough individual interview, battery of assessment measures, and feedback from others, either through a 360° feedback inventory or interviews with management, peers and staff.
- A comprehensive report that outlines strengths, development opportunities and recommendations for success. This provides the foundations for identifying relevant targets and establishing a coaching game plan.
- A feedback session with the client during which they begin to create a development plan.

- 6 – 12 individual coaching sessions over a 6 – 12 month period which, if so desired, can include observation of the client in “real time” action with his/her manager, peers, staff or external groups. Periodic phone check-ins complement face-to-face meetings.
- Involvement of the client’s manager at selected intervals during the coaching process, typically at the beginning, middle and end of the coaching engagement.
- A “wrap-up” of the coaching process can include a formal reassessment of the client in order to evaluate progress, a joint conversation with the client and manager and/or an introspective evaluation by the client.

Q: *What factors contribute to the success of a coaching engagement?*

A: Through our extensive experience coaching executives, Vantage has learned that the following key factors increase the likelihood that coaching will deliver a solid economic return:

- The participant should be genuinely open to development and willing to try new behaviors.
- The immediate manager must be fully engaged in the process and willing to give candid feedback and support.
- Coaching objectives must be tailored not only to the organization’s needs, culture, and leadership competencies but also to the individual’s unique motivation and personality.

If you have questions about this service or wish to talk to references, please contact us directly at 312.236.9351 or info@vantageleadership.com.